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Local Government Service

No. 24 DECEMBER, 1934 Vol. XV

Dr. A. WOTHERSPOON

1934 IN RETROSPECT

By DR. A. WOTHERSPOON, M.B., D.P.H., President of N.A.L.G.O.

APART from domestic policy, to which I shall refer later, the two outstanding results of the Association's work during 1934 are, firstly, the great enhancement of the Association's international prestige, and, secondly, the magnificent result of the Association's courage in taking the Gissing *v.* Liverpool Corporation case through to the Court of Appeal.

Foreign Relations

It will be remembered that the General Secretary was appointed general reporter for Great Britain on the question of the establishment of an International Corps of Professors to teach subjects of Public Administration. The report which he submitted to the Annual Assembly and Conference of the International Union of Local Authorities at Lyons during July made a profound impression upon the delegates from twenty-six countries. After this Conference the General Secretary was invited to a Round Table Discussion initiated by the Public Administration Clearing House of America which was held in Paris for the purpose of discussing questions of research and clearance of information collected by each country. He was also invited to give evidence before an American Commission which was set up to investigate conditions of public administration in this country. There cannot be the slightest doubt that these events have created a feeling abroad that N.A.L.G.O. is the best organised Association of its kind in the world, and there is growing evidence that people, not only in America and on the Continent, but also in the Colonies, are looking to us to assist them in solving their organisation problems.

Of the Gissing case very little remains for me to say. A full review of the judgment was published in the August issue of LOCAL GOVERNMENT SERVICE. But although this case was of paramount importance to the Liverpool transferred officers, it must be appreciated that it was also of importance nationally. There is very little doubt that it has done much to strengthen the Association's cause and is but one more example of how necessary it is for local government officers to belong to a national organisation which devotes the whole of its time to the defence of their status and conditions of service and the enhancement of the prestige of the most domestic section of the public services.

Growing Membership

Turning now to the more intimate side of the Association's work during the past year, it is a pleasure for me to record that the membership of the Association at September 30 was 78,830, an increase of just over 4,200, as compared with the membership at January 31 last. The summary sheets have not yet been received at Headquarters. When they are—and, by the way, I hope they will be sent without delay—we shall probably find that the membership will be just about 80,000. We have not yet got a 100 per cent. membership throughout the country, and our efforts should not be relaxed in achieving this end, as only by having one organisation capable of speaking for every local government officer can the legitimate claims of the officers be pressed fully upon the local authorities and the government departments. Diversity of organisation means diversity of opinion and diversity of approach, and these, in their turn, mean that the case of the local government officer will be lost in a maze of strident conflicting voices. Unification and monopoly, on the other hand, will ensure that the clarion call will not be unheard.

If further proof of the value of the Association were needed, it is supplied in abundance by the work of the Legal Department. A full review of this work was published in the November issue of LOCAL GOVERNMENT SERVICE, but here I would remark that up to September 30 last, 560 cases requiring legal advice and assistance had been dealt with. This is an increase of 135 over the number for the twelve months of 1933. In other words, it means that it is becoming more and more frequent that officers are being penalised in one way or another. It means, too, that there is more abuse of the local government officer than hitherto, that there are more questions relating to superannuation and compensation. No one individual person can possibly put up a strong adequate fight against the collective abuses of the municipal service which are occurring throughout the country. It falls to the Legal Department of N.A.L.G.O. to do this, and this work alone should prove to every non-member that N.A.L.G.O. is his right organisation, and it should prove to every member that the subscription which he pays is a form of insurance cover and should, therefore, be regarded as much an ordinary insurance premium as the amount which he pays to insure his property against the dangers of fire.

One other question of outstanding importance is the Superannuation Bill. Much time and thought have been given to this subject by the National Executive Council. Conferences with representatives of the Ministry of Health and the Associations of local authorities and the T.U.C. have been taking place very frequently recently in an endeavour to secure an agreed Bill before it is introduced into Parliament. The possibilities of securing a Government Measure this Session are very remote, and the Association has taken steps to obtain the support of as many Members of Parliament as possible and to secure promises to introduce a Private Member's Bill as a result of the ballot. We are hoping that the Centenary year will be the year during which all local government officers will become entitled to superannuation rights and thus place them to this extent on an equal footing with the other sections of the public service.

Every other section of N.A.L.G.O.'s activities has shown an improvement over last year. I do not want to bore you with statistics now, because full details will be published in the Annual Report and these will reveal more eloquently than any words of mine how a comparatively low subscription to the Association is saved over and over again by the benefits conferred by membership of N.A.L.G.O.

The B. & O. Fund

Before passing to other matters, I feel I should be lacking in my duty if I did not make reference to the Benevolent and Orphan Fund. The discussion at Conference on the proposed amendments of the rules which the Management Committee submitted will still be fresh in the minds of the delegates, but it cannot be too strongly emphasised that unless there is a marked increase in the income of the Fund, there will have to be, however regretfully, a scaling-down in the weekly allowances granted to the widows of our late colleagues. Nobody wishes to see this, the Management Committee least of all; but unless every member makes sure of paying at least half a crown per year something will have to be done to make ends meet. Local government officers have seen quite enough of "Economania" during the past few years. Do not let it be said of them that they have allowed such an attitude to intrude itself into any section of their organisation. The absence of rules and regulations makes for smooth administration only when all demands can be met. It is only you who can ensure that there will be sufficient money in the Fund to meet all those well-deserving cases which are sent by very nearly every branch in the Kingdom, and unless you play your part somebody must suffer, and that somebody will be a person who is already in distress.

The scales of salaries and conditions of service for institutional and nursing staffs

(*Continued on next page*)

1934 IN RETROSPECT

(*Continued from preceding page*)

are practically settled. It has taken a long time to arrive at final conclusions, but it has been worth while. N.A.L.G.O. is run on democratic lines. It seeks all points of view and endeavours to meet them whenever possible, and one can but re-echo the words of Mr. G. H. Shakespeare, M.P., who, in opening the Cambridge Summer School, said: "Although we pay for democracy to some extent in a measure of delay, at the same time we get the advantage of a steady, ordered progress, which is not easily retarded . . ."

Success of the Summer Schools

The Summer Schools were a greater success than ever this year. Not only did larger numbers of students attend the schools, but the lectures dealing with the practical problems concerning chief officers in the various departments of local authorities proved to be in some respects far more useful to those students than the academic discussion of theories which has been a marked feature of previous schools.

During the past six months the Public Relations Committee has been busily engaged in formulating a programme for the adequate celebration of next year's great Centenary of local government itself. Circulars have been issued to branches containing suggestions for local celebrations, and steps are being taken to ensure that there will be a number of fitting national events. The success of these efforts depends upon the degree of interest which the Branches take in the events in their respective areas, and I appeal to them to co-operate most whole-heartedly with their Councils and with Headquarters in making the story of local government known to every citizen.

Too often local government is regarded as merely a means of extorting money from hard-working ratepayers. The story of local government, however, is different from this. We know it, but the general public does not, and here is the finest opportunity of bringing home to every citizen not only the fact that the money which he pays in rates is well spent, but that the very health and happiness of the community is dependent upon the degree of good local government which is provided by our municipalities. My own view is that unless local government is made the main theme of next year's events, the degree of apathy shown by the electorate will be worse than ever in the future, and I want each one of you to do what you can to have the story of local government blazed across the trail of the newspapers and of conversation.

Public Appreciation

The efforts which the Association has been making during the past two or three years to educate public opinion to a true appreciation of the social services have continued unchecked throughout the year. The administration of this section of the Association's activities was absorbed into Headquarters organisation at the beginning of 1934, and the effect of this has been to increase the success of these efforts as well as greatly to reduce the cost of them.

The final conclusion which I have drawn from a rapid and perhaps somewhat sketchy review of N.A.L.G.O.'s work during 1934 is that the Association stands supreme in the estimation of those who come into contact with it; but it is no use resting on our laurels in a self-complacent attitude. We must re-double our efforts during 1935. There is much work that is yet to be done, and if we are to go from strength to strength we must regard the success of 1934 as being a stepping stone to greater success during 1935.

I have endeavoured during the past year to visit as many branches as possible, as I have felt all the way through that it was my duty to get to know the members who have conferred upon me the great honour of the presidency of N.A.L.G.O. It has been, of course, humanly impossible to visit each one of the 544 branches, but I do want to express to those members whom I have had the pleasure of meeting my deep appreciation of the kindness and courtesy which have always been shown to me. I was particularly struck with the fine feeling of camaraderie which is permeated throughout the service, and it is this spirit which I feel sure has stood the country in good stead during the troublous years through which we have been passing. I wish it had been possible to have met many more of you.

One final word. This is the last opportunity I shall have before the festive season of wishing you all those seasonal greetings which cannot be expressed better than by saying "A very happy Christmas." The spirit is peculiar to itself, although it would be better if we were able to carry it through to the remainder of the year. A feeling of good fellowship and the desire to do things for other people are the finest aspirations of mankind, and if we can but retain part, if not all, of them, I am sure that we shall be able to say at the end of 1935: "N.A.L.G.O. is stronger and better than ever."

IF DICTATORSHIP COMES

IF I WERE DICTATOR, by Julian Huxley (Methuen). 2s. 6d.

THE SCHOOL, by W. B. Curry (John Lane, The Bodley Head). 2s.

These two books, although on different subjects, have a similarity of outlook which I think justifies their being reviewed together.

Mr. Julian Huxley's book is the outcome of an invitation of Messrs. Methuen to a number of prominent men of to-day to state what attitude they would adopt towards the current problems if a dictatorship were set up in England and they were given the position of supreme power. In his book, Mr. Huxley sets forth some of the possibilities which seem to him to be inherent in a planned society, ranging from social life and education to politics, public relations and a policy for leisure and art.

Mr. W. B. Curry, who is head master of Dartington Hall School, perhaps the leading and most original of the progressive schools in the country, outlines his theory of what education should be and surveys our existing educational system. He contends that creeds based on force and competition, contemptuous of reason and freedom, cannot possibly lead us to a civilised way of life. He examines the problems of peace and war in relation to education, of discipline and freedom, co-education and religion. Although in a short review it is impossible to deal adequately with Mr. Curry's attitude towards education, a summary of that attitude can be found in the following words from his concluding chapter:—

"In the good society the citizens are sociable and responsible without being unduly gregarious. They should be capable both of co-operative effort and of individual effort. In old-fashioned schools the sense of the value of the community is developed by what might be called militaristic methods. In modern schools there is a reaction from this and the individual is considered all important."

I heartily commend both the above books to everyone who is interested in some of the most important problems of the present age.

C. K. W.

NALGO MOTORING ASSOCIATION

The membership of this newly formed activity of N.A.L.G.O. is progressing satisfactorily, and the members appreciate the facilities it affords. The annual subscription is determined by the class of vehicle owned by a member as follows:—

	£	s.	d.
Full Car Membership (engines over 10 h.p.)	1	5	0
Light Car Membership (engines up to and including 10 h.p.) ..	1	1	0
Motor Cycles		15	0

and includes the annual subscription payable for full associate membership of the R.A.C.

So far as full car and motor-cycle membership is concerned, the annual amount payable shows a big reduction over the R.A.C.'s ordinary subscription; and members are entitled to all the privileges of Associate Membership of that organisation. Among these privileges are free legal representation in police courts, services of the R.A.C. touring guides, "Get-you-Home" service. The services of the R.A.C. engineering staff for advice on purchase or sale of vehicles are also available at an agreed scale of charges.

Forms of application for membership of the N.A.L.G.O. Motoring Association can be obtained from the General Secretary, 24 Abingdon Street, Westminster, S.W.1, or from the honorary secretaries of the various district committees.

Fog Precautions

With the coming of winter, the R.A.C. has again put into operation its service for the supply of fog discs to members. The scheme has proved extremely popular since its inception four years ago, and over a million discs have been supplied during that period.

The discs are made of amber paper, made to a special formula, giving the maximum of penetration and the minimum of refraction, or back glare. They are made in two sizes and are packed in sets of four—two of each size—to provide for both head and side lamps. They are lightly gummed on one side for securing to the lamp glasses and are packed in a damp-proof envelope with instructions for their use.

Supplies of the discs are available at all R.A.C. branch offices, and every R.A.C. road telephone box is provided with them, so that members may help themselves at any hour of the day or night. In addition, any member desiring to carry the discs as part of the permanent winter equipment of his car or motor-cycle, may obtain a set free of charge on application to the Secretary, R.A.C., Pall Mall, London, S.W.1.

White Sticks

Four years ago the R.A.C. made an appeal to motorists—probably the first that was made in this country—to keep a look-out for pedestrians carrying white sticks and to give special consideration to them when they were crossing the carriage way. The white stick indicated that he who carried it was blind. Since that time there has been a very great increase in the number of blind people who carry white sticks. It is a symbol which is now recognised almost the world over.

Modern traffic conditions, however, have made the lot of the blind much more difficult. Pedestrian crossings are impossible for the man without sight to find; cars are even more silent than ever, and the blind man's acute hearing cannot always detect their approach. The R.A.C., therefore, renews its appeal of four years ago, and asks motorists, especially when driving in towns or cities, to keep a very sharp look-out indeed for the pedestrian with the white stick, and to ensure that he is given the utmost consideration.

THE VALUE OF VOCATIONAL GUIDANCE

ORGANISATION AND DEVELOPMENT OF A SOCIAL SERVICE: ADVICE AND ASSISTANCE IN THE CHOICE OF EMPLOYMENT

By A. L. PEACOCK

THE Unemployment Act, 1934, gives to Local Juvenile Employment Committees and their Vocational Guidance Officers powers which have long been sought, and imposes upon them fresh duties in the general interests of boys and girls between school-leaving age and eighteen years. The Act, so far as juveniles are concerned, is radical. The Ministry of Labour, as the central authority responsible for the oversight of these services, has already issued for the consideration of local juvenile employment committees a new model proposal, including the fresh duties imposed by the Act, for the exercise of powers relating to choice of employment and the administration of unemployment insurance and assistance with respect to juveniles.

An Important Report

Now, as a final addition, there comes a report issued by the authority of the National Advisory Council for Juvenile Employment on the organisation and development of the Vocational Guidance Service in Great Britain. This report gets right down to the fundamentals of the technique of vocational guidance. If its recommendations are adopted they should render possible a development of the Service along lines hitherto only dreamed about by vocational guidance officers.

The report arises out of a letter sent in May, 1932, on behalf of the Minister of Labour to the National Advisory Council for Juvenile Employment, in which the Minister intimated that the Council would probably wish to devote attention to some subject likely to have direct bearing on the revival of industrial prosperity. The Minister felt that there was need for systematic inquiry into the prevailing methods for the recruitment of juveniles into industry, and was of the opinion that there might well be scope for improvement. Consequently, the Council was asked to consider how far the present system of vocational guidance was adequate to meet the needs of industry and to secure the welfare of children leaving school. It was further suggested that the Council might consider whether attempts at more scientific treatment of the problem would be desirable and economically justified.

A Dual System

From the year 1910 until 1927, the history of the national and local schemes for advising boys and girls on choice of employment presents a series of vicissitudes, and it is quite likely that the lengthy dispute about administrative responsibility has been the cause making for delay in any thoroughgoing examination into the position which the science of vocational guidance should occupy educationally and industrially. In 1927, the Ministry of Labour became centrally responsible for the oversight of the Choice of Employment service whether exercised directly by that Ministry or by the local education authorities. The dual system of local responsibility for the work continues, and there exist in England and Wales 160 local advisory committees for juvenile employment, being Ministry of Labour committees, and 106 local education authorities have juvenile employment committees.

Central and Local Responsibility

Centralisation in one government department has everything to be said in its favour. The local division of responsibility may have points against it, but there are compensating advantages which definitely make what might otherwise be regarded as an absurd and illogical situation one of real value. However, considerations relating to administration do not enter into the report of the National Advisory Council respecting the Vocational Guidance service. It concerns itself solely with what that service ought to mean in the future.

Local committees should comprise the representation of the contacts which children have with educational, industrial, and social life. Members should be selected for their knowledge and interest in the matters with which the committee will concern itself. Also, industry and voluntary organisations ought to have their place by representation on the committee.

Choice of Employment

From the commencement of the last year of school life, children should be encouraged, with their parents, to think about the choice of suitable employment. They should be given information about the local industries, the range of available occupations and what kind of special training is necessary. Addresses by experts require extension. Children already left school need to be given the same facilities. Their needs are no less clamant, and it does not follow that because they have left school they are any wiser about the local industrial processes, or their own prospects or suitability in this or that occupation.

Of late years, various local committees have published handbooks and leaflets relating to the industries existing in their areas. Also, the Ministry of Labour has been responsible for the publication of a valuable series of pamphlets on careers open to secondary school-leavers. It is now suggested that this method of making parents, boys, and girls aware as to recruitment, training and prospects in various occupations should be extended, the less expensive publications to be distributed without charge to the public and the schools. Equally, members of local committees require to be supplied with any such literature in connection with their choice of employment functions.

Visual methods of advising on choice of career are approved for extended use. Films or still pictures specially prepared for vocational guidance purposes are favoured, and the Ministry of Labour is advised to experiment with the compilation of a film and picture library.

The School Conference

In principle, the school conference method of giving individual advice to juveniles is preferred. The presence of a parent at such interviews is regarded as being of the utmost importance. The vocational guidance officer, having the advantage of personal conversation with parents, teachers, and children, is in a strong position for the giving of advice as to employment and rendering subsequent assistance in the securing of it. Interviewed before leaving school, and in the familiar atmosphere, the boys and girls much more confidently "speak up for themselves" than if their first contact with the officer occurs in the formal surroundings of the office.

School-leaving reports are fundamental to good choice of employment advice, and they are needed in respect of children from all types of schools. Most local education authorities see that such reports are furnished to the vocational guidance officers, but the content of the reports tend to vary from area to area. Experiments designed to produce the most satisfactory form of report are now in hand.

Industrial Psychology

Industrial psychological methods in vocational guidance are regarded as being in the experimental stage. The results have been encouraging enough to justify limited continuance to see to what extent industrial psychology can contribute to choice of employment technique. If further experiment argues in favour of an extension of psychology as a practical aid, some common plan of co-operation between the head teacher, the psychologist, and the vocational guidance officer will become necessary.

Medical Records

Medical records brought up to date are invaluable to the vocational guidance officers. The last routine school medical examination should be conducted just prior to the school-leaving date, and the notes of the School Medical Officer should indicate the fitness or otherwise of each boy and girl for particular kinds of employment. Similar medical advice should be available to the vocational guidance officer in respect of juveniles who have left school, in all cases where it is desirable before choice of employment advice is given. That will require alteration in the law but, meantime, there is nothing to prevent voluntary co-operation between the school medical and vocational guidance officers in the matter, and such co-operation is recommended.

Better interchange of information between the Factory Inspectorate, certifying factory surgeons and vocational guidance officers is desirable in the interests of young people. The Ministry of Labour is asked to continue consultation with the Home Office, with that end in view.

Higher School-leavers

Secondary and technical school-leavers are no less in need of advice and assistance than those of the elementary schools, and the organisation for so assisting them needs binding with that already existing. Divisional or regional bodies, on a representative basis, are recommended as necessary additions to present machinery to meet the special requirements of the juveniles concerned.

Personal aptitude and interest are the qualities for which men and women should be selected for posts in the Vocational Guidance service. They should be properly instructed in the technique of their work, more especially in the development and profitable use of their personal contacts with the schools and industry. Interchange of ideas and the pooling of experience by conference and communication is recommended, whilst the theoretical study of choice of employment work should be encouraged by the establishment of university or college courses leading to academic recognition after examination.

A Specialised Job

Too often, vocational guidance has been regarded as "anybody's job." It is good to note that the time has come when such an important duty as choice of employment advising is recognised to be fundamental and deserving of its proper place in the machinery of government. The vocational guidance officers who have been fighting behind the scenes for this rightful appreciation of what their work involves, owe gratitude to this report for the emphasis it lays upon the necessity for the right type of properly qualified practitioner.

The offices in which the work of choice of employment is performed should, the report suggests, be brightly decorated and furnished. There is nothing more discouraging to parents and children than to have to come to dismal and unsuitable administrative centres. The service to be performed is a bright one; its habitat should be the same.

LOCAL GOVERNMENT OFFICERS ON THE U. A. B. STAFF

ORGANISATION IN THE CIVIL SERVICE

IN the August issue, on page 588, details were given of the regulations relating to the appointment of the staff personnel of the Unemployment Assistance Board. Many of our members will have been, or will soon be, notified of their selection for appointments under the Board and will be preparing to leave the local government service for a new career, and we wish them every success in their new work in the civil service.

We are, however, compelled to say good-bye to them as members of N.A.L.G.O.

Clause 5 of the Trade Disputes and Trade Union Act of 1927 prescribes that civil servants may not belong to any staff organisation which has in membership persons not employed directly in the service of the Crown. Our colleagues who become established civil servants will not be permitted to retain their membership of N.A.L.G.O., and will have to transfer their allegiance to some association which can watch their interests as civil servants. Since most of the officers transferred have been keen members of our association, some indication of the organisation and activities of staff associations in the civil service may be of assistance to them, both in enabling them to appreciate the manner in which the system of collective bargaining operates and conditions of service are determined and in selecting the association most capable of promoting their interests.

Whitleyism in the Civil Service

In the civil service the Whitley system has been developed to a high degree of efficiency. A National Whitley Council, composed of representatives of the Government on the one hand and of the large national staff associations on the other, determines all the major conditions of service—the level of basic remuneration, bonus, the basis of consolidation, superannuation arrangements, leave allowances, hours, sick leave privileges, and so on. Departmental Whitley councils similarly composed deal with matters of purely local significance—the determination of general principles giving pay, hours, and so on, in so far as these matters are peculiar to the staff of the department; improvement of office machinery and organisation, promotion and discipline. From the standpoint of the individual civil servant it is, therefore, a matter of the first importance that he should be a member of an association which is capable of protecting his interests in the national, as well as the departmental, sphere.

The organisation of staff interests in the civil service has developed on lines rather different from those with which local government officers are familiar. The ideal model has not yet been achieved, but as the result of steadily pursuing a policy of amalgamating comparable interests, large and powerful national associations, each representative of a well-defined area of the civil service, have emerged. The civil service is a society in miniature, but the staff fall into clearly defined categories. The general administration is undertaken by a small administrative class, responsible for the framing of policy; a large executive class, which with its departmental analogies is responsible for the day-to-day execution of that policy; and the clerical class. Below these classes are the sub-clerical and the minor and manipulative grades. The specialist work of the service is performed by professional and technical officers.

National Staff Organisations

The large national staff organisations cover one or other of these well-defined categories, and by means of various federations and combinations constitute the staff side of the national and departmental Whitley councils. The administrative class is by the nature of its official position precluded from any very active participation in association effort. The broad executive area of the service (which will include area and district officers and their assistants) is represented by the Society of Civil Servants, which is effectively organised in all departments of State and has a membership of some 8,000 officers in the executive and analogous classes, from the junior grades to the highest posts in such departments. The society is a national organisation recognised by H.M. Treasury and all Government departments as representative of the grades within its sphere of influence.

The clerical grades of the service, which cover a wide range, from the higher clerical staffs to typists, and will include assistance officers and investigating staff, are catered for by such organisations as the Civil Service Clerical Association which has a membership of some 34,000 drawn from officers in all departments of State. This association is, with the exception of the Union of Post Office Workers (a purely departmental organisation) the largest in the service and has similar official recognition in respect of the grades it represents.

The posts under the Unemployment Assistance Board to which local government officers are likely to be appointed are either district, assistant district, or area officerships, which fall within what is known as the broad executive area of the civil service, or assistance officerships and investigating staff which are comprised within the general clerical area.

Our members who are being transferred to the Board and who require any advice or assistance in regard to their civil service positions, will find either the Civil Service Clerical Association, 2 Upper Belgrave Street, S.W.1, or the Society of Civil Servants, 1 Sanctuary Buildings, Great Smith Street, S.W.1, willing and able to help them, and we hope that those who have taken an active part in the work of N.A.L.G.O. will continue their activity for the benefit of their new colleagues and for the advancement of their own interests in the civil service.

TRANSFERRED OFFICERS AND NALGO'S ANCILLARY ACTIVITIES

MANY local government officers are concerned with the effect which the establishment of the Unemployment Assistance Board and the transfer of functions, previously carried out by local authorities, to that Board will have upon them.

The staff question was the subject of a communication from the Unemployment Assistance Board to Local Authorities (E. 7040) on July 17 last accompanied by memoranda dealing with general conditions of appointment applicable to permanent staff of local authorities and to those specially applicable to appointments as Investigating Clerks.

The subject was dealt with in the Association's Circular, No. 59 General, issued to County and County Borough branches on July 20 and in the August issue of LOCAL GOVERNMENT SERVICE, page 588.

Some senior appointments have been made already, but the bulk of the staff have still to be appointed.

The position of ex-local government officers in relation to N.A.L.G.O. and its ancillaries is as follows :—

Persons receiving appointments under the Unemployment Assistance Board and becoming established Civil Servants cease to be eligible for membership of N.A.L.G.O. So far as questions of remuneration and conditions of employment are concerned they may only join an organisation confined to persons employed by or under the Crown and approved by the Treasury. The new civil servants are urged to join the appropriate Civil Service organisation (*see August issue of* LOCAL GOVERNMENT SERVICE, *page* 588).

Such officers naturally will wish to know how they stand in relation to many of the N.A.L.G.O. ancillaries and for those the following information is given :—

NALGO APPROVED SOCIETY.—Membership may be continued, and, in view of the excellent additional benefits given by the society, members are advised in their own interests to carry on as voluntary contributors of as compulsory contributors pending establishment as permanent civil servants. (*The established civil servant is "excepted" from compulsory National Health Insurance.*)

NALGO PROVIDENT SOCIETY.—Membership may be continued subject to the payment of an additional Management Fee of 3d. per month, making 6d. in all.

LOGOMIA (LIFE, FIRE AND MOTOR DEPARTMENTS).—Membership may be continued without increase in premiums.

NALGO BUILDING SOCIETY.—Membership may be continued without additional payments.

NALGO CORRESPONDENCE INSTITUTE.—Present students may continue to enjoy reduced fees; tuition may be commenced by civil servants at ordinary fees. *Except as stated above, participation in N.A.L.G.O. and its activities is restricted to local government officers who are members of the Association.*

FROM MONS TO 1933

"From Mons to 1933," by Captain Gerald Lowry, F.R.G.S., is the document of a brave man. This is not primarily a war book—Captain Lowry's real battle began when his campaigning days were cut short by one of the saddest afflictions known to man—total blindness. The same year—1914—when he went to the war he returned home, plunged into darkness. In such a position a man might well think that his days of usefulness were over, but the chapters of this book bear eloquent testimony to the indomitable spirit deep within a man, which will spur him on to face boldly seemingly hopeless odds. Gallantly combating his many spells of mental suffering, Captain Lowry sought for an aim in life which would give him the joy of independence in useful work. He found it eventually—and judging from the account of his cures, brought happiness to many sufferers—in osteopathy.

The Captain's description of his work in this branch of healing makes interesting reading. His motto is "Healthy living." His greatness of spirit has had its own reward, moreover, for his subsequent years have by no means been one long arduous round of work. The author believes in applying his advice to others to himself also, and has kept himself fit, and at the same time derived considerable pleasure from athletic exercise. Here again there were, naturally, initial difficulties to surmount, but here, again, the indomitable will triumphed, and by developing the generally neglected "sixth sense" he is now able to box, run, and swim with the best of them.

This is a book that one will lay down with a sense of "something gained." Well and simply written, it has the ring of sincerity. There are forewords by Lord Ampthill and Field Marshal Viscount Allenby, G.C.B.

PORTS OF CALL ON THE CENTENARY CRUISE

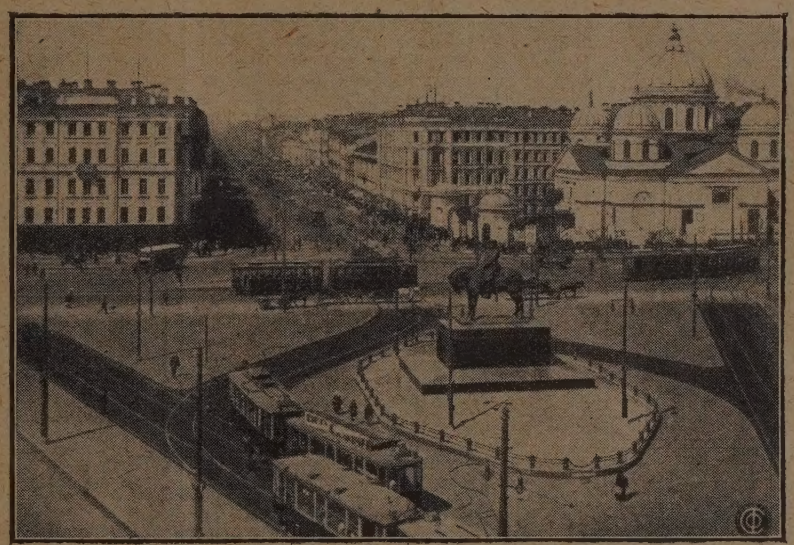
LENINGRAD; A COMPOSIUM OF THE CONTINENTS

By R. J. ELLIS

LENINGRAD, the most northerly of the world's large cities, is among the centres that will be visited on the Local Government Centenary Cruise which N.A.L.G.O. is arranging for August next year. This city has been well described as a confluence of three centuries and many continents—a happy compost of London, Paris, Venice, and New York. But the combination is no shapeless or bizarre mélange. It is a place essentially spacious and clean, a city well planned and widely laid, an orderly arrangement of streets and streams, squares, canals and bridges. And it is at once a notable seaport, a hub of industry, a centre of science, and a seat of modern culture.

Built on the delta of the River Neva and spreading its wintry white or summer's brilliance across the face of nineteen islands, the beauty of this former capital of the tsars is due in large measure to the unique nature of its origin. For, in contrast to London or Moscow, cities of slow historical growth, old St. Petersburg was designed and built according to a well-defined and unified plan; a fact which lends to it a rare architectural harmony.

It was founded by Peter the Great early in the eighteenth century, and, labour being cheap and plentiful, the boldest schemes of Europe's greatest architects were carried into effect without reck of cost or obstacle. They designed not only single structures, but whole groups of buildings. They laid out broad boulevards and stately avenues, erected lavish statues and monuments, piled up opera houses and churches and huge imperial residences, working under a succession of absolute and extravagant monarchs until they had fulfilled the dream of Peter, created a city of palaces where the nobility gathered for government, worship and play.



LENINGRAD: THE SQUARE OF THE REVOLT

The Rise of St. Petersburg

Then late in the nineteenth century came the impact of the industrial revolution. Fringing on the east and facing all the vigorous nations of the west, being possessed of great wealth and having many sites of almost natural harbourage, St. Petersburg rapidly became a focal point of northern commerce. In the wake of trade industry developed, and in this, as in its architecture, the city gained much by modelling its enterprises on the pattern of those nations from which the impetus had come. By the turn of the century many important industries had been established.

Thus to-day, Leningrad—as it has been called since 1924—is the largest industrial centre of the Soviet Union, and its importance continues to increase as new factories and plants are built and the old ones are reconstructed and enlarged. Both light and heavy industries are being swiftly developed. Ships, locomotives, motors and rolling stock; textiles, rubber, leather, preserves, and confectionery—these constitute the major productions, and they are produced in some of the most modern factories of their kind, the Red Putilov tractor works and the Svetlana electric equipment plant having already attained a world-wide significance.

This amazingly busy complex of human activity is no longer the capital, but it is still one of the leading centres of science and learning and, as a number of recent international scientific conferences seem to suggest, is growing rapidly in importance. Its hundreds of scientific institutions and numerous colleges and technicums keep in operation an enormous printing industry from which millions of volumes are turned out annually.

The centre of the city is on the left bank of the Neva, where the deep-running river makes an abrupt curve. In the angle of this bend stands Smolny, the impressive building which is the headquarters of the City and Regional administrations. This fine classical structure, designed by Guarenghi as an "Institute for Noble Maidens," was set up in 1808 and is considered one of his most successful creations. Before the entrance is a statue of Lenin cut in the modern style by the sculptor Koslov.

Adjacent to Smolny and somewhat nearer the river is a magnificent baroque group which includes the cathedral and refectory of Smolny Convent. It is a major piece by old Russia's most famous architect, Rastrelli. Nearby is the imposing Uritsky Palace, a purely classic structure built by Catherine the Great as a gift to Prince Potyemkin, and at one time the meeting-place of the State Duma. It is now a Communist University. Here, too, is Uritsky Square, a vast open space enclosed on one side by a long semi-circular building, formerly the headquarters of the General Staff, and in length and structure strongly reminiscent of Versailles.

Further along the embankment is the beautiful Admiralty Building whose slender spire closes the vista of several main streets which converge upon it. One of these thoroughfares is the famous Nevsky Prospect, very spacious, splendidly straight, and in its full three miles displaying an astounding array of well-toned, smoothly-merged diversity. Beyond the Admiralty spreads the enormous Winter Palace, city residence of several generations of tsars and reputed to contain two thousand halls of state, a hundred and seventeen flights of stairs, nineteen hundred doors and many thousands of windows. Baroque in style, it is esteemed Rastrelli's masterpiece.

Among the hundred or more other palaces the Marinsky is remarkable for its inlaid parquet floor and the Summer Palace, now the Writers' Club, as an admirable example of eighteenth century architecture. The Stroganov Palace is, to-day, a branch of the Hermitage Museum and the Yusupov, where was enacted the last drama of Rasputin, is now the City's educational headquarters.

The Hermitage, whose collections rival those of the Louvre, stands first among the museums. In its galleries hang masterpieces by all the greatest artists, the Dutch and Flemish, and Rembrandt especially, being more completely represented than in any other collection. Chief among the others, most of which have considerable architectural significance, are the Asiatic Museum, the Museum of the Academy and Art, the Artillery Museum, those of Anthropology, Ethnology and Mines, the Children's Museum, the Russian and Leningrad City museums, and Pushkin's House.

Magnificent among the mosques and cathedrals is the immense mass of St. Isaac. Built over a continuous period of forty years and accommodating twelve thousand people, the interior decorations are extraordinarily rich in the scintillating stones and gems of the Urals—porphyry, malachite, lapis lazuli, and jasper. The central nave looms up three hundred and twenty feet, and from the gallery of the great dome may be obtained a comprehensive view of the city's whole lay-out, the scene extending on a clear day as far as Kronstadt and the Gulf of Finland.

The Public Library, with its six million books and many rare and valuable manuscripts, is among the finest in the world. One façade of this superb edifice overlooks the square on which is located the State Academic Theatre, the oldest and best dramatic theatre in the city and to which are attached some of the most distinguished Russian players.

Municipal Activities

At Smolny, one may gather sheaves of statistics showing the expenditure and achievements of the Commissariats of Public Health, of Labour and of Education, obtain all the latest information of regional, city and local planning projected and in progress. Polite officials with manners surprisingly English and with an amazing ability to make themselves understood in any language under the sun, some of them perfectly, will explain at length the efforts to eliminate overcrowding, the big and continuing fall in mortality rates, the extensive welfare schemes and the elaborate measures adopted municipally and industrially for the protection of children and mothers.

Beyond the Fontanka is the New Harbour, and at the mouth of the river the Port of Leningrad. This is the chief port of the U.S.S.R., second in size only to that of New York.

Leningrad most certainly will not be an uninteresting stop in the centenary tour. With an area of nearly two hundred square miles (almost twice as large as the county area of London) and a population of over three million, its municipal activity, while being perhaps more simplified than that of western towns, embraces incomparably more of its citizens' affairs. It may in some respects be regarded as one vast municipal enterprise. This and the circumstance that to the mingling of the continents and centuries there is added to-day the clash and colour of impinging epochs can, on such an occasion, only enhance its interest.

A CANDID MEMORANDUM

LONDON LABOUR PARTY'S ADVICE TO MEMBERS OF COUNCILS

IMMEDIATELY following the borough council elections, the London Labour Party issued "for the guidance of Metropolitan Borough Council Labour Parties and individual Labour Aldermen and Councillors" a memorandum in which they offered advice on various matters concerned with procedure and practice in the councils. After discussing questions of domestic interest, the memorandum proceeds to deal with methods of settling the grievances of staff and employees.

"It is wise," the memorandum states, "to agree upon and to observe a strict rule that, except in the case of chief officers and other special cases, grievances on the part of staff and employees and general conditions of labour shall only be dealt with on the representation of the appropriate national or London District official of the Trade Union or other representative organisation concerned, or such other machinery as exists with the concurrence of the responsible trade union organisations, which representation should ordinarily be addressed to the appropriate chief officer of the council. Individuals making complaint to members of the council should accordingly be referred to this decision. Any other policy encourages back-stairs action and weakens the status of the trade unions. With regard to general labour conditions it will be found that there are in existence joint industrial councils and other forms of negotiating machinery between the local authorities and the trade unions. It is desirable for this machinery to be used."

Appointments and Promotions

The memorandum next proceeds to discuss the question of appointments and promotions. It is pointed out that every endeavour should be made to see that the procedure of the council and its committees in dealing with the appointment and promotion of staff and employees should be calculated to serve the public interest and promote the efficiency of the council's administration.

It is emphasised that persons making application to members of the council for employment should be informed that their applications must be addressed to the appropriate chief officer of the council, and that it is contrary to good policy for members of the council to intervene to secure appointments for individuals. Should applicants make efforts, when the council or any committee is considering applications for office or employment, to secure a preference by approaching councillors, it is added, they should be disqualified, and any indirect influence by friends sternly discouraged. No consideration, other than the suitability of candidates for posts should influence appointments.

"It is strongly recommended," the memorandum proceeds, "that the party leader and the chief whip should meet the chief officers and impress upon them that, in these and other matters, members have been asked to act accordingly, and that any chief or other officer who considers representations from members, other than official discussions at council or committee meetings, in favour of the appointment or promotion of particular persons, will be guilty of action disloyal to the council and to the citizens, and will be dealt with accordingly. The answer of chief or other officers to such representations from members should be that they cannot receive or consider them, and that if the member wishes to complain, he can raise the matter at the appropriate committee of the council."

Members' Relatives

Reference is also made to the question of the appointment of relatives of members of the council to positions under the council. Even though justified on merits in particular cases, it is stated, such appointments are open to grave misunderstanding. In the case of large authorities, where entry to the service is by competitive examination and appointments are adequately safeguarded from political or personal influence, the objection may not be so great. Otherwise, there is much to be said for the adoption of an appropriate standing order on the matter. The memorandum gives the text of a standing order enforced at Deptford for some years which, it is said, has worked satisfactorily in that borough :—

"No person who has been a member of the council shall be eligible for any office in the gift or under the appointment of the council until three calendar months after such person shall have ceased to be a member. No father, son, or daughter of any member of the council shall be eligible for any office or situation in the gift or appointment of the council, or for entering into any contract with or doing any kind of work directly or indirectly for the council."

It should also be laid down, the memorandum urges, that canvassing for any appointment should be a disqualification.

Members and Officers

The relationship of members of the council with officers (including chief officers), staff and employees, in connection with the council's business is next discussed. This relationship, it is emphasised, should be one of mutual respect, but not of personal intimacy. "Every municipal officer has his defined executive responsibilities; members of the council have theirs and they are *collectively* (not individually) supreme in the control of the council. For these respective responsibilities there should be mutual respect, but the relationship should be on a strictly business footing. Members should not expect from, or give to, officers, staff, and employees of the council, hospitality or favours. The place for decisions as to the council's business is the Town Hall."

Members, again, are urged to be "particularly careful to be absolutely independent of any contractors who have, or may have, business with the council. They should be kept *beyond* arm's length, and officers should be expected to maintain a similarly correct relationship with contractors."

A CHARMING XMAS BOOK

PEOPLE OF IMPORTANCE, by J. H. Dowd and Brenda E. Spender (Country Life, Ltd., 20 Tavistock Street, W.C.2. 10s. 6d.)

This is one of the most delightful books suitable for a Christmas present which I have seen. The charming pencil drawings of children by J. H. Dowd are well known to a large number of people and the descriptive passages by Miss Spender form an admirable and appropriate complement to Mr. Dowd's sketches.

A similar book, "Important People," published in 1931, ran through six editions and was met by a chorus of praise by reviewers and readers literally the world over. I cannot say that this new publication is better than "Important People," because, in my opinion, that came as near perfection as any book of its kind could come; but I do say that it is just as good, and strongly urge all librarians to put it on their list without delay, and all child lovers to purchase a copy for themselves.

Mr. Dowd's drawings of children engaged in every kind of activity—watching the Eton *v.* Harrow match, swinging, sun-bathing, riding, paddling, pram-pushing, watching the circus, and listening to the gramophone, have a naturalness and a naive appeal which is almost beyond description; and his sketches of animals, pigs, hens, ducks and lambs are also full of charm and individuality.

The publishers should be congratulated on the admirable way in which the book has been produced.

As they rightly state, the book is not a book for children or about children, but is a book that *is* children.

C. K. W.

The Winter is here

•

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3	0	1	1	0
4	0	1	8	0
5	0	1	15	0
6	0	2	2	0
7	0	2	9	0
8	0	2	16	0
9	0	3	3	0

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SCOTTISH NOTES

By a Correspondent

THESE notes are being written a few days earlier than usual and before any of our branch annual meetings have been held. It is encouraging to learn, however, that most of our branches are submitting very satisfactory reports, and that the membership in Scotland is likely to show a considerable increase. In next month's issue, we shall be able to give accurate details.

Glasgow Branch

The Conditions of Service Committee of the branch have recently had before them the case of the Assistant Registrars and the administration of the Gas Department. On the subject of the Assistant Registrars, it was agreed to follow the recommendation of the Special Acts Committee of the Corporation and allow a year to elapse for the working of the new registration districts before presenting our application to the Corporation Conditions of Service Committee. At the same time, it was agreed to write to the Town Clerk stating that, while we were delaying the matter for a year, we hoped that when our application was renewed it would be borne in mind that the Special Acts Committee had expressed the view that we had submitted a good case for a new scale for senior assistants. As regards the Gas Department, it was agreed, on the invitation of the corporation, to submit a memorandum setting forth our proposals. Mr. Mortimer has now forwarded this memorandum to the Town Clerk. The branch has had other matters of a purely domestic character under consideration, and these will be brought before the annual meeting. It is gratifying to know that during the year the membership has increased by about 300.

Wigtownshire Branch

The new Wigtownshire Branch held its first meeting at Stranraer on October 31, when the rules and constitution of the branch were adopted and office-bearers were appointed. Dr. J. Macdonald Ross, M.O.H. for the county, was appointed president; Mr. James Mercer, vice-president; and Mr. T. Miller, County Offices, Stranraer, hon. secretary and treasurer. Over thirty have enrolled in the new branch.

Kirkcudbright

The new branch for the Stewartry has now got into working order, and recently the executive held a meeting at which the most important business was the consideration of a superannuation scheme. It was decided to collect information on the subject and to consider the question further before making representations to the county council.

Aberdeenshire

The Divisional Secretary recently addressed a meeting of the county staffs, over which the County Clerk presided. The meeting was not so largely attended as might have been expected, but we are hopeful of good results. Mr. John Anderson, the Chief Public Assistance Officer for the County, addressed the meeting.

Compensation

The case of Mr. Carnegie still hangs fire, but we are now lodging a minute asking that diet be fixed for a proof. It will be remembered that the Lord Ordinary, in his Interlocutor, refused to give a final judgment before hearing evidence.

A test appeal has been made to the Secretary for Scotland regarding the right to compensation of the parish doctors transferred to the Corporation of Glasgow from the old Parish of Govan. These doctors have had new districts assigned to them, and in most cases their remuneration has been considerably reduced. The question at issue is: was the new arrangement made in consequence of the Act?

33 YEARS IN SHEFFIELD SOCIAL WELFARE WORK

MRS. GERTRUDE FRANKS RETIRES

MRS. GERTRUDE FRANKS, who for some years has served as women's representative on the National Executive Council of the Association, retired last month from the post of Chief Woman Inspector in the department of the Medical Officer of Health of Sheffield. She carries with her the

MRS. FRANKS

grateful thanks of the members of the Association for her invaluable services and their cordial good wishes for a long and happy retirement. On laying down the reins of office at Sheffield, her thoughts are those of thankfulness that her professional life's work has been centred in service to family life. All will share her gratification at the improvement in the condition of the people which has been so much in evidence since the beginning of the century, and her earnest plea that the improvement will continue, encouraged as it is by many factors, and specially, as Mrs. Franks herself acknowledges, by those organisations which have the betterment of the people at heart.

Crusade Against Infant Mortality

Mrs. Franks was appointed Inspector of Nuisances at Sheffield in January, 1901, at a time when maternity and child welfare work, as understood now, was not in existence. But the need for such work was strongly felt. Her duties took her into the poorest parts of the city to teach the need of cleanliness, ventilation, general hygiene, and the care of the child. Many of the people were unable to read or write, and instructions had to be given in the simplest language and followed up by frequent visits. Her efforts were concentrated on the districts where infant mortality was at its highest, and she was called upon to address mothers' meetings and kindred organisations on health subjects. In 1901 the infant mortality rate was 202 per 1,000 live births.

In these early days of visiting her reception by the people was varied. Some were enthusiastic and ready to receive suggestions; some were definitely antagonistic; while others were indifferent. To overcome indifference and antagonism was difficult and uphill work, but the women officers are received now by the people as friends and helpers.

In 1902 Mrs. Franks was appointed Inspector of Workshops, in which capacity she visited all kinds of workshops where women were employed. She paid many visits with regard to the employment of children and young persons; subsequently she did the work of school nurse prior to the employment of school nurses as at present exists; and in 1903 she obtained the certificate of Sanitary Inspector of the London Board Examination.

In 1905 the Midwives Act came into operation, and after obtaining the certificate of the Central Midwives Board she was appointed Inspector of Midwives in Sheffield.

In 1907 the Public Health Authority of Sheffield became greatly concerned about the infant mortality, and Mrs. Franks was called upon to give evidence before a Committee of Inquiry with regard to its causes and possible remedies. She also gave evidence before the Lords' Committee at Westminster in support of a Sheffield Corporation Bill in which the request was made for the early notification of births—within 48 hours. This subsequently received the Royal Assent, and would have come into operation, but the Notification of Births Act, 1907, was adopted in its place as it gave notification within 36 hours. Subsequently infant clinics were started in Sheffield and have made great progress. Some of Mrs. Franks's duties have been those of visiting Day Nurseries, the Open Air Recovery School, lodging houses for women, and the Tuberculosis Dispensary. She has attended the Coroner's Court regularly when the death of an infant has been the subject of inquiry, and has attended the criminal courts in connection with cases of neglect of children.

During the War

By the time the Great War broke out child welfare work in Sheffield was well established, with infant clinics and a staff of women health visitors responsible for regular and systematic visiting in the city. The War made some difference to the work, as the Department was intimately concerned with the soldiers' and sailors' families and the distress which was caused by the absence of the men from their homes, because in many instances the civic liabilities of the families were greater than the army or navy allowance.

In 1926 Mrs. Franks was appointed an examiner to the Royal Sanitary Institute for the Health Visitors examination.

To-day at the Sheffield Maternity and Child Welfare Centre—a building which was specially erected for the purpose, and where she held the position of Chief Woman Inspector—there is a staff of several doctors, twenty-six assistant inspectors or health visitors, and ten clerks. The activities are ante-natal and post-natal clinics in connection with the maternity section; consultations for children up to five years of age; rickets and orthopaedic clinics, and ultra violet ray and massage clinics. Connected with the maternity work there is an efficient midwifery scheme in existence.

In addition to performing duties at the clinics, the staff of health visitors covers the whole of the city for the purpose of visiting children up to five years of age in their own homes. They visit ante-natal and post-natal patients; cases of all forms of tuberculosis, rickets, ophthalmia neonatorum, measles, etc. They investigate any complaint received regarding houses where children are involved. They supervise the midwives in their own districts, and visit houses-let-in-lodgings. In certain phases of the slum clearance work the woman inspectors are rendering valuable assistance. The work of the women officers is many-sided, and although it is exacting it has its compensations, one of them being that for the year ended December, 1933, the infant mortality was the lowest on record for the city, namely, 63 per 1,000 births. But the lower infant mortality is only a small part of the picture, for if the mortality rate is low, the sickness rate is also low, and therefore, the health of the children, and of the citizens generally, must be greatly improved.

THE EDUCATION DEPARTMENT

DEVELOPMENT OF A NALGO SERVICE: FEATURES OF THE ASSOCIATION'S EDUCATIONAL POLICY: GROWTH OF THE SUMMER SCHOOLS: PROGRESS OF THE EXAMINATIONS SCHEME

DURING the past few years there has been an increasing interest in our educational work. Most members appreciate that the educational activities of the Association are of paramount importance and fundamental to the welfare of the Local Government Officer. During the past year the publication of the Departmental Committee's Report on the qualifications, recruitment, training and promotion of local government officers has aroused considerable interest in our branches. This report may be regarded as a charter for local government officers, and lays the foundation for our future educational activities. Although in the main the report embodies views expressed by the Association, there are one or two contentious points which are now receiving detailed consideration.

It is understood that the Ministry of Health has invited the views of various associations—e.g., the County Councils Association, the Association of Municipal Corporations, and other such bodies—on the Hadow Report, and that when these observations have been received a circular dealing with the recommendations of the Hadow Committee will be issued by the Ministry to local authorities. The past year has brought for the first time in history an official examination of conditions affecting the position of local government officers.

The increasing interest in education is evidenced by the appointment by branches of Education Correspondents. There are now 250 Education Correspondents charged with the duty of furthering interest in the Association's educational activities.

Arrangements have been made by the Manchester and District Area Education Committee for a series of educational lectures by eminent experts during the current winter session. The Northampton town and county branches have made arrangements in conjunction with the University Extension Society, Northampton, for a series of twelve lectures to be delivered during the winter session on some aspects of local government.

Other area education committees have continued their good work by the arrangement of local lectures and co-operation with university authorities.

Loans for Educational Purposes: Scholarships

It has been part of the Association's policy to encourage local government officers to obtain their professional, technical or vocational qualifications with a view of securing a fully qualified local government service, by which means the status and prestige of the service would be enhanced. Realising the cost of preparation for professional, technical and vocational examinations and the difficulties which local government officers, particularly the junior members of the service, find in financing a course in preparation for such examinations, the National Executive Council presented to the Annual Conference in May last a report embodying a scheme of loans for educational purposes. During the past year the Loans Scheme has become a *fait accompli*, and although the scheme was approved as recently as May last, loans have already been granted to officers to enable them to obtain suitable qualifications. The exceedingly reasonable terms on which loans may be obtained under the Loans Scheme now make available for the poorest of our members training for the more expensive examinations.

The second year of operation of the Scholarships Scheme has shown a livelier interest in the facilities available to those who are taking examinations. During the past year seven exhibitions, to the value of £20 each, have been awarded to successful candidates at Intermediate Examinations covered by the Scholarships Scheme. Ten scholarships have been awarded to successful members at Final Examinations included in the scheme. The value of the scholarship is £20 or £30, according to the university at which the member who accepts the award prepares for his diploma in Public Administration. Nine prizes to the value of £10 each have been awarded on the results of Final Examinations to enable members to attend the Association's Summer School. In addition, a Sister Tutor Scholarship to the value of £150, tenable at King's College of Household and Social Science, University of London, has been awarded on the results of an examination conducted by the College of Nursing.

A record number of students this year attended the English Summer School held at Newnham College, Cambridge, when a series of lectures was delivered by eminent men in the service on the problems of the local government service. The purpose of the Summer School is to provide a forum for the discussion of topical matters connected with local government and to provide a meeting place for officers in various departments and from all types of authorities where views can be exchanged with fellow students and lecturers. The discussions at this year's Summer School were exceedingly lively, and it would be difficult to find a group of members more interested in the subject with which their daily work is concerned.

The social side of the school was a means of fostering friendship and *camaraderie* amongst members. The fourth Scottish Summer School was held this year at St. Andrews University and proved even more successful than previous schools. The year has demonstrated the increasing popularity of the summer school movement.

During the year the Association has conducted entrance examinations on behalf of certain local authorities. Members will be fully aware of the Association's own examinations, the following figures show the increasing number of candidates presenting themselves for these examinations.

	1924	1934
Preliminary ..	48	155
Intermediate ..	31	107
Final	19	25

During the past year consideration has been given to the regulations governing the examinations, and it is now necessary for candidates presenting themselves for the Intermediate Examination to produce evidence that they are employed by a local authority at the date of entry to the examination; candidates for the Final Examination are now required to produce evidence that they have been engaged by a local authority for a period of three years prior to the last date for entry to the examination. The educational value of the N.A.L.G.O. Examination Certificate has been recognised by a large number of local authorities who make grants or award additional increments to those who are successful in obtaining the certificate. The National Executive Council has decided that after the examination to be held in May, 1935, the Preliminary Examination will be discontinued.

Diplomas in Public Administration

The Association has for some time endeavoured to co-operate with universities in the establishment of degree and diploma courses in Public Administration, and a report on the utilisation of grants made by the Association to universities shows that the university authorities now regard Public Administration as an important subject worthy of inclusion in the curriculum of the university.

In 1934 thirty-four candidates presented themselves for Part 1, twenty-five candidates presented themselves for Part 2, and 110 candidates presented themselves for the whole examination for a degree or diploma in Public Administration. These figures show a considerable increase in the numbers entering in previous years and, considering the fact that in many cases the establishment of courses in preparation for these examinations are comparatively recent innovations, the efforts of the Association to encourage interest in the diploma courses have not been in vain. The National Executive Council has decided that a sum not exceeding £300 shall be allocated for grants to universities for the purpose of furthering the study of local government.

Correspondence Institute

The Nalgo Correspondence Institute was established in order that facilities for training for the various examinations should be available to members of the Association and since its inception over seven thousand students have been coached by the Correspondence Institute. Between January 1, 1934, and October 31, 1934, some 650 new students enrolled for courses. The courses in preparation for the examinations of the Institute of Municipal Treasurers and Accountants have been thoroughly revised under the supervision of the Director of Studies and courses in preparation for the Clerical Assistants Examination, recently instituted by the Poor Law Examinations Board, have been established and have received considerable support amongst Public Assistance officers. The success with which students of the Nalgo Correspondence Institute have met are indicative of the value of these Correspondence courses. A few such successes are quoted here at random :—

At the Clerical Assistants Examination 70 per cent. of the N.C.I. students who entered were successful. 60 per cent. of the successful candidates were coached by the N.C.I.

At the Relieving Officers Examination 50 per cent. of the successful candidates were N.C.I. students. From information available it would appear that whereas approximately only 10 per cent. of the total number taking the whole of this examination secured a certificate, over 30 per cent. of the Nalgo students who entered on this occasion passed the whole examination.

At the Institution Officers Examination 50 per cent. of the candidates who passed the whole examination were Nalgo students.

Second, third and fourth places in Intermediate A.R.V.O. Examination in 1933. Second and third place in Intermediate A.R.V.O. Examination in 1934.

Second and fourth places in Final A.R.V.O. Examination in 1933. First place in Final A.R.V.O. Examination in 1934. This was the *only Honours Pass* in the whole examination.

Members of the Association may avail themselves of the facilities offered by the Lending Library. Nearly £300 has been spent on books since the inception of the Lending Library in 1929, during which period 580 books have been included in the library. During the year over 120 applications for the loan of books have been dealt with.

The local government service would appear to be developing into a national local government service calling for specialised training. As local government officers we must see to it that the reputation which has been so dearly won is maintained. By a keen interest in the educational activities of the Association we should be able to enhance the high reputation which the local government service holds to-day. The future of the service is in the hands of local government officers themselves. Our educational work is designed to improve the position of the service in the future, and a consideration of the past year's work shows that we have continued to build on the foundations laid many years ago with this end in view.

LARCENY

How many householders are there who are careful enough to see that an insurance policy covering the contents of their premises includes cover for the risk of larceny?

It is rather surprising that so few policyholders ever trouble to go into the question of the difference between cover against the risk of larceny and cover against the risks known as burglary and housebreaking.

Larceny is the name given to a species of theft. For insurance purposes, the risks of burglary and housebreaking are taken together, and can be described in brief as relating to the risk of theft following forcible entry to the premises, whilst larceny is theft without forcible entry.

The cover given under the N.A.L.G.O. Householder's (Contents) Comprehensive Policy is very wide indeed, the following risks being covered for a premium of 4s. 3d. per cent. with free renewal every sixth year, if no claim is paid in the interim.

1. Fire, explosion, lightning, thunderbolt, subterranean fire and earthquake.
2. Storm, flood or tempest.
3. Riots, strikes, insurrection, civil commotion, military or usurped power, labour disturbances, or malicious persons acting on behalf of or in connection with any political organization (property in Ireland excepted).
4. Aircraft or articles dropped therefrom.
5. Burglary, housebreaking (or any attempt thereat) and *Larceny*, including theft by servants, workpeople and others lawfully, unlawfully, temporarily or permanently on the premises.
6. Breakage of mirrors.
7. Bursting or overflowing of water pipes, water apparatus or water tanks (excluding damage caused thereto).
8. Loss of rent and hotel expenses.
9. Impact with the buildings by road vehicles, horses or cattle.
10. Death of insured.
11. Tenant's liability.
12. Employers' liability for accidents to servants.
13. Public liability.

Quotations for other classes of insurance can be obtained from the N.A.L.G.O. Insurance Department, 24 Abingdon Street, Westminster, S.W.1.

HADDEN'S YEAR BOOK

"Hadden's Local Government Year Book and Diary, 1935" (Hadden, Best & Co., Ltd., 5 West Harding Street, E.C.4; 5s., by post 5s. 6d.), is the first edition of a new publication by this well-established firm. The details of legislation passed during the year will prove of immense value and of great interest, as the contributors have called attention to the major points of the particular class of legislation with which they are dealing, and, where necessary, reference has been made to relative Departmental Orders and Case Law. There is also a section devoted to town and country planning, another to housing and public health, and a third to the Unemployment Act, 1934. The subject of rating and valuation has also been treated editorially. This includes some very useful formulae, references to the more important cases in the superior Courts and at the leading Quarter Sessions, and a very helpful feature is the timetable of procedure. The diary itself is, to say the least of it, adequate, but what I liked best of all was the "business to be transacted" notice at the commencement of each month. This is an invaluable aid and, by itself, would make the diary worth while.

D. J. P.

Rosa Prochaine was murdered by strangulation while acting in a dramatic sketch at her own cocktail party. The police are baffled, and he will be an acute reader who can see the solution of this mystery before he reaches the last chapter. "The Yellow Strangler," by Colin Robertson (Ward, Lock & Co., 7s. 6d.) is a real thriller.

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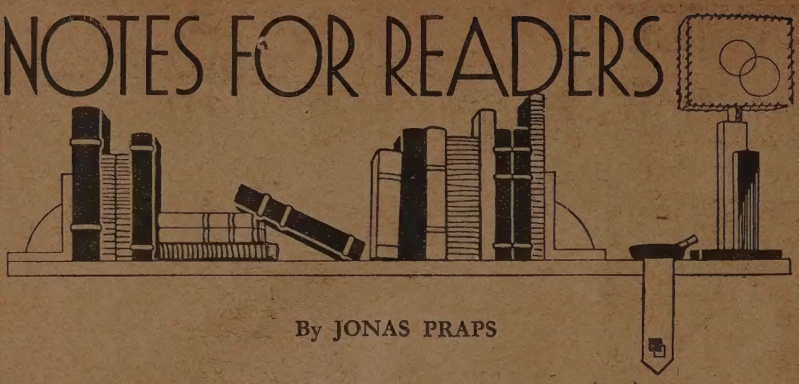
NOTES FOR READERS



By JONAS PRAPS

THE annual volume of "Famous Plays" (Gollancz, 7s. 6d.) is usually an excellent selection and the one just issued for 1934 is no exception. It contains six plays, including *Touch Wood*, *Queen of Scots*, and *Family Affairs*. The three named are well worth reading.

Eastern Travel

Those who enjoyed Mr. Peter Fleming's "Brazilian Adventures" will be equally pleased to accompany him in thought through China in "One's Company" (Cape, 8s. 6d.). Mr. Fleming spent seven months in China, arriving there by way of Russia and Manchukuo, keeping eyes and ears open. The experiences are not too exciting and might have happened to any traveller off the beaten track, but the author's way of recounting them is rather unique.

Chained to Convention

"Andromeda," by Jeffery Marston (Bles, 7s. 6d.) is a work of art. The two principal characters are women—one the wife of a brutal, selfish drunkard, the other her niece. The elder woman has a highly developed sense of her duty as wife and mother, loyalty to her husband, and the marriage contract in the face of brutal treatment and evidence of his unfaithfulness. The younger, taught by her artist father to value freedom above everything else, is representative of the present generation. The elder resists for a long time the temptation to leave the husband she loathes and take the happiness she knows awaits her with the man she loves. Her husband's failure in business, with his promise of reform in his treatment of her, and the war rob her of happiness—hers is the martyr's life. Sons and lover pay the full war penalty and the "free" life her niece adopts ends in disaster. The book is well written and an excellent contrast in temperaments, but there is hardly a single touch of humour in it.

"The Postman Always Rings Twice," by James M. Cain (Cape, 5s.) is a curious story of the results of an illicit love. A young man out of work is engaged by a Greek who keeps a garage and refreshment room in California. He falls in love with the Greek's white wife and they plot to murder the husband. The first plot fails; the second succeeds as the result of a motor "accident" down a cliff. The two quarrel, but patch it up and agree to marry. They have a real motor accident, and the woman is killed, but the man with the taint of the two previous episodes predominant in the memories of the police is convicted of murder.

A Believable Sea Yarn

There have been very many sea yarns of late. In a large number romance and adventure bordering on the unbelievable display their presence so blatantly that the seafaring side is as difficult of discovery as the mizzen-sail to the land-lubber. In "The Sailor's Way" (Blackwood, 7s. 6d.), Captain A. R. Evans gives in clear, plain language a real seaman's account of a voyage round the Horn to San Francisco in a windjammer. The story has nothing outrageously impossible about it, but is full of interest. It recounts in good English the daily life and difficulties of the sailor and the effects of storm and calm—what one might call the soul of the vessel.

"Traitor's Gait," by Robert Craig (Porpoise Press, 7s. 6d.), grips one from the start. There is the atmosphere of the period—the period when the French Revolution was in full swing and the Jacobite cause, save in the minds of a few old stalwarts, was dead. No book I have read lately has surpassed it in its fine, romantic spirit and its excellent portrayal of character; the author appears to have chiselled out his sentences. There is an excellent description of a fight in a wayside hostel of disrepute and if you can overcome one or two difficulties of the Scottish language you will be loath to put the book down.

Lilo Linke is a young German girl who leaves Nazi Germany for freedom. In "Tale Without End" (Constable, 7s. 6d.) she tells of her journey through France in company with five friends. They visit the Verdun battlefield, Paris, and later, alone, Lilo lives with some fisher folk in an island off the Breton coast. She afterwards continues her trip through France, but the charm of the book is in the care-free easy way in which she describes her experiences; she certainly attains freedom.

A NOVEL OF DISTINCTION

"Prophet Without Honour," by Russell Green (Nelson Novels), 7s. 6d.

The latest addition to the admirable series of Nelson Novels, which are being selected by L. A. G. Strong, is "Prophet Without Honour," by Russell Green. There are some authors like A. S. M. Hutchinson, whom one reads, in spite of their style, on account of their ability to tell a story; and some, like Virginia Woolf, whom one reads for their style, in spite of the fact that nothing ever seems to happen in their books.

Mr. Green combines an ability to tell a story full of interest with a distinguished style. Mr. Louis Golding has said of "Prophet Without Honour" that in it "beauty glows from page to page"; and Mr. A. J. Cronin, when reviewing the book on the wireless recently, referred to the author's "amazing virtuosity in the matter of words."

The book's *mise en scène* is "Norby" (which is easily recognisable as Sheffield) and the country villages of Derbyshire in the mid-nineteenth century. Mr. Green's hero serves a hard apprenticeship, while still a child, in cotton mill and lead mine, breaks away, and after various adventures, marries and sets up in business. The author knows his subject and his background well, and has a vivid power of characterisation.

I can unreservedly recommend librarians to put this novel on their library list. I understand that "Prophet Without Honour" is the forerunner of other novels which will deal with the same set of characters. It would not surprise me if Russell Green does for Sheffield and the lovely country which surrounds it what Arnold Bennett has done for the Five Towns.

C. K. W.

CIVIL SERVICE CLERICAL ASSOCIATION

The Civil Service Clerical Association has arranged a dance for the staff of the board and their friends to be held on Wednesday, December 5, at which the Chairman, Sir Henry Betterton, and the members of the board, the secretary, and all members of the staff hope to be present.

The dance will be held in the Thames House Restaurant Suite, which has a fine ballroom and lounges, and the music will be provided by the Thames House Band. Free cloakroom accommodation and car parking and attendance will be provided.

A hearty welcome is extended to any officers of the local authority staffs who are likely to be joining the board's staff.

Tickets at 2s. 6d. single, or 4s. double, can be obtained from Mr. H. A. Saunders, Social Secretary, Unemployment Assistance Board, Room 235, Thames House, Millbank, S.W.1 (telephone, Victoria 2840).

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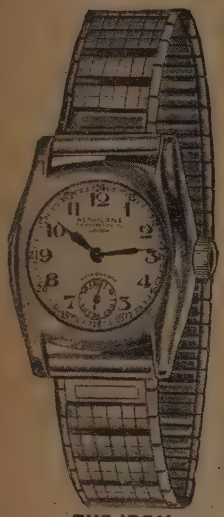

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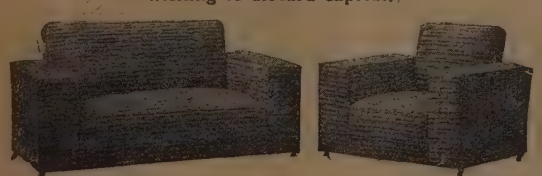

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ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been issued to branch officers from headquarters :—

NOVEMBER 1.

Circular No. 76/*Ed.*/1934.
(To branch secretaries.)
Regarding the setting up of a scheme of study for officers engaged in the work of Housing Estate Management and enclosing questionnaire for completion.

RE-UNION

CROYDE BAY AND CAYTON BAY HOLIDAY CENTRES
CANARY ISLANDS CRUISE

LONDON - Saturday, 16th February, 1935, at Harrods Restaurant, Knightsbridge, S.W. Commencing 7 p.m.

MANCHESTER - Saturday, 23rd March, 1935, Manchester Limited Restaurant, Exchange Buildings. Commencing 7 p.m.

Tickets 2/6

Obtainable from Headquarters:
24 Abingdon Street, London, S.W.1

OCTOBER 25.

Circular No. 77/1934.
(To local correspondents of Logomia.)
(*a*) Enclosing draft of a circular for issue to members and stating that further copies will be dispatched on receipt of the requisition set out at the foot of the letter.
(*b*) Enclosing copy of the conditions attaching to
(i) Life and Endowment Policies.
(ii) Family Income Policies.
(iii) Hedge Your Mortgage Policies.

NOVEMBER 1.

Cicular No. 78/1934.
(To branch secretaries.)
Regarding the application of Rule K of the Approved Society to those members who have ceased their membership of the parent Association.

Circular No. 79/1934.
(To branch secretaries.)
Regarding the ballot for private Members Bills in the new session of Parliament and the proposed compulsory superannuation Bill.

Circular No. 80/*Gen.*/1934.
(To branch secretaries.)
Giving suggestions for ensuring adequate local celebrations of the Centenary of local government in 1935.

Circular No. 81/1934.
(To branch secretaries and local Education correspondents.)
(*a*) Enclosing a copy of the revised autumn prospectus for the Nalgo Correspondence Institute, and stating that further copies may be obtained on request.
(*b*) Regarding the next examinations of the Association.

Circular No. 82/1934.
(To branch secretaries.)
Enclosing copies of a leaflet advertising the N.A.L.G.O. Diary, 1935, and requesting the early return of the order form, also enclosed, duly completed.

Circular No. 83/1934.
(To branch secretaries.)
Regarding the sale of "Help Yourself" Annuals.

MOVEMENT OF MEMBERS

Branch Secretaries are particularly requested to notify the Divisional Secretary for their area *immediately* a member is appointed to another authority so that the Branch covering that authority may be advised and membership may be maintained unbroken. Supplies of postcards for notifications can be obtained from the Divisional Secretaries.

IMPORTANT DATES

Dec. 1.—Last day for applying for admission to N.A.L.G.O. Examinations in January, 1935.

Dec. 14.—Committees of the National Executive Council.

Dec. 15.—Committees of the National Executive Council.

Dec. 25.—Renewal premiums due on N.A.L.G.O. Household Insurance Comprehensive Bonus Policies.

Dec. 29.—Meeting of the National Executive Council.

INDEX TO "LOCAL GOVERNMENT SERVICE," VOLUME XV

JANUARY, 1933—DECEMBER, 1934

Copy of the Index to Volume XV will be forwarded to each Branch early in December, and may be consulted on application to the branch secretary. A limited number of copies of the Index can be supplied on application to Headquarters.

SUMMARY SHEETS

Branch officers who have yet to complete and forward to Headquarters their audited Summary Sheets for the year which ended on October 31 last are particularly asked to do so at once. It is hoped that returns will show a big increase in membership and subscriptions in respect of the past year, but this will not be apparent in the absence of Summary Sheets containing the essential information.

Between the end of the branch year and that of the National Association (December 31) much work has to be done in the checking and recording of information which the Summary Sheets contain and their early submission is of great assistance.

Will branch secretaries and treasurers kindly respond cheerfully and promptly to this appeal.

COST OF LIVING

Below, we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: June, 38; July, 41; August, 42; September, 43; October, 43; November, 44; the percentage increases in each of the five groups on which the Index Figure is based are as follow :—

	Sept.	Oct.	Nov.
Food	26	25	27
Rent	56	56	56
Clothing ..	90	90	90
Fuel and light ..	70	70	70
Other items ..	75	75	75

YOUR 1935 Diary

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SURVEY OF THE SUPERANNUATION POSITION

From a recent survey of the superannuation position throughout the country the following interesting figures relating to officers emerge :—

	Auths. With Schemes	No. of Officers Included	No. of Officers Excluded	Auths. Without Schemes	No. of Officers
ENGLAND AND WALES					
County Councils (62)	48	40,471	12,375	14	1,701
County Boroughs (83)	66	38,845	6,610	17	6,577
Boroughs (275)	130	8,738	1,179	143	4,198
Met. Boroughs and City Corpn. (29)	29	6,582	131	—	—
Urban District Councils (727) ..	308	5,495	915	423	4,376
Rural District Councils (573) ..	245	2,398	740	328	3,014
	826	102,529	21,941	927	19,866
SCOTLAND					
County Councils (33)*	6	1,431	2	24	2,614
Burghs (195)†	8	5,817	113	176	2,684
	14	7,248	115	200	5,298
GRAND TOTALS	840	109,777	22,056	1,127	25,164

* No information from 3 authorities.
† No information from 11 authorities.

The above figures include recent adoptions by the following councils: Basingstoke Borough, Port Talbot Borough, Hucknall U.D.C., Ilfracombe U.D.C., Shepton Mallet U.D.C., Long Ashton R.D.C.

The Kent C.C., which brought the Superannuation Act of 1922 into force on April 1, 1929, is communicating with the local authorities in the county that have not already adopted superannuation, urging them to do so or to seek admission for their officers into the superannuation scheme of the county.

At present the position of Highways officers employed by the subordinate authorities without schemes is somewhat anomalous. The County Council repays the expenditure of the authorities on highways, yet their officers are not provided with superannuation as are the direct employees of the County Council.

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

TRAINING FOR THE PUBLIC SERVICE

CLEARLY, the General Secretary could not have chosen a more appropriate theme for his inaugural address at the meeting of the Manchester District Area Committee of the Association and the Institute of Public Administration. The subject of the study of public administration and training for the public service is one which, for a variety of reasons, is bound to obtain growing importance. In every direction affecting the welfare of the service the Association, we know, has been a pioneer, and in no sphere is this observation more applicable than in that of education. But the welfare of the service signifies also the welfare of the administration and the best interests of the nation, and it is from that standpoint that Mr. Hill's address has been interpreted, as will be deduced, for instance, from the two very interesting contributions from Sir Henry Hadow and Sir Michael Sadler which we give on another page of this issue. It has been one of Mr. Hill's many ideals to focus thought upon the important part which local government plays in the nation's welfare, and no ideal could be more appropriate at a time when we are on the eve of commemorating the centenary of the passing of the first Municipal Corporations Act.

It would, indeed, be a significant gesture if many of the best of the Hadow Committee's recommendations, coupled with a compulsory superannuation measure, were carried into effect during the Centenary Year. But whatever may happen in the direction of realising that hope, it is evident that the Hadow proposals are bound to assume prominence before many months have passed. It will be remembered that the Departmental Committee expressed the opinion that in the local government service, as in the civil service, the system of recruitment ought to be adjusted to the educational system of the country, and that local authorities should draw regularly on each of the recognised educational classes, namely, those at sixteen years of age with the school-leaving certificate, the advanced secondary group at eighteen or nineteen years of age, and the University group. Mr. Hill, however, expresses doubt whether the public schools and the universities produce a type of mind with a bias towards public administration as a career. It is a pertinent point to raise at this juncture, and that doubt is justified when we read such statements as that attributed to the head master of the Stationers' School, Hornsey. He is reported in *The Times* of November 7 last as having declared that efforts were made to turn the attention of the boys to openings in industry and salesmanship as a means of utilising to the full initiative and ability which were often killed by the routine work of an office, and to get them to live largely and perhaps dangerously rather than merely to exist. It might be good to have a "safe" job, but something more was necessary to get the best out of life.

No one can have it both ways. That advice seems to us to have something of the anti-public service complex about it. Here we have an exhortation to live dangerously in a world which is yearning for stability and security. Men in high places are still blind to the condition of things to which unbridled initiative and commercial licence have brought us. There are men still occupying responsible positions who cannot see the terrible wastage in the catch-as-catch-can methods of the commercial and industrial world. They will not attempt to learn that mankind is thirsting for security. The business man says he cannot plan for reconstruction because he has no security. His platform champion says security vitiates initiative. Some day their successors will know that a measure of security is the only background to the best work.

A POLITICAL MANIFESTO

ELSEWHERE in this issue we give the salient points from the memorandum which the London Labour Party has addressed to Metropolitan Borough Council Labour Parties and individual Labour Aldermen and Councillors for their guidance. We are not aware of the precise reasons which have influenced the preparation of this significant document; nor, frankly, are we concerned. The fact is that it offers first-class advice, and it is on that score that it must be judged. This, we believe, is the first time any political party has declared its policy so clearly—and, let us add, so convincingly—concerning the staff personnel of local authorities. Those parts of the memorandum which refer to the relationship between members of the Council and the officers will be read with special interest. Here is sound advice to the officer as well as the Councillor. The pronouncement is one which lifts the question of relationship out of the sordid atmosphere of party influence; and we have not had long to wait for striking confirmation of the views expressed on this page in our October and November issues. The relationship of members of the council with officers (including chief officers), staff and employees, in connection with the council's business must be one of mutual respect, but not of personal intimacy. As the memorandum points out, every municipal officer has his defined executive responsibilities; members of the council have theirs, and they are *collectively* (not individually) supreme in the control of the council. For these respective responsibilities there should be mutual respect, but the relationship should be on a strictly business footing. Clearly, the London Labour Party wants to keep the officials above party or interest.

That section of the memorandum which deals with the methods of settling the grievances of staff and employees is warmly welcomed. Here is, indeed, an emphatic endorsement of Whitleyism. The "strict rule" is urged that, except in the case of chief officers and other special cases, grievances on the part of staff and employees and general conditions of labour shall only be dealt with on the representation of the appropriate national or London District official of the Trade Union or other representative organisation concerned. Every endeavour is to be made to see that the procedure of the Council and its Committees in dealing with the appointment and promotion of staff and employees is calculated to serve the public interest and promote the efficiency of the administration. Patronage in every shape or form is denounced, and a stern warning is given against accepting "hospitality" and engaging in those forms of relationship which may be adverse to the public interest.

This document constitutes in a sense a valuable appendix to the Hadow Report. It was probably inevitable that the publication of this memorandum should excite suggestions which convey a grossly exaggerated, if not a wholly false, impression of the administration. One of our contemporaries, we observe, regards it as "a sad commentary on the purity of municipal government that it has been found essential to issue a code of rules and regulations to guide representatives in the honest conduct of affairs." This, of course, is sheer puerile drivel. It is not the honesty and integrity of the administration that is in question, but extraneous conditions against which to be forewarned is to be forearmed. The courage and the wisdom of those who prepared this memorandum, in the face of such possible interpretations as the one we have quoted, are to be the more highly commended.

A CALL AS WELL AS A CALLING

SIR HENRY HADOW AND SIR MICHAEL SADLER DISCUSSS THE STUDY OF PUBLIC ADMINISTRATION

SPECIAL CONTRIBUTIONS TO "LOCAL GOVERNMENT SERVICE"

The address which Mr. L. Hill, General Secretary of N.A.L.G.O., delivered at the meeting of the Manchester District Area Education Committee of the Association and the Institute of Public Administration on the subject of the study of public administration has aroused widespread interest, both inside and outside the service. Below we have pleasure in reproducing the observations—specially contributed to LOCAL GOVERNMENT SERVICE*—of two distinguished educationists—Sir Henry Hadow, who was chairman of the Departmental Committee on Local Government Officers, and Sir Michael Sadler, Master of University College, Oxford.*—ED. "L.G.S."

By SIR MICHAEL SADLER

SOME speeches have the quality of inspiration and of leadership. The address given by Mr. L. Hill at Manchester on October 25 and published in your issue for November is one of these. It has moved me deeply by its humanity, vision, practical wisdom, and clear insight into facts. From such an address as this we in the Universities have very much to learn. The question is: are we yet qualified to give what some expect? That a first-rate Diploma course, which would be of value both to men and women who have had some experience of local administration and also, though in a smaller degree, to men and women who wish to enter the service of a local authority, could be planned or given, is certain, but everything would depend upon the vitality of the experience and the imaginative, practical sympathy of the teachers employed by a University to direct the course of study and to conduct the technical classes comprised in it.

Practical Experience

Such a course (if planned for intending entrants to the service) ought, I think, to be closely associated with practice, just as our Oxford Diploma course in Education is linked with one term's practical work in a good school. A great deal that a man or woman should learn he or she can only learn by getting imbued with the atmosphere and activities of a good department of local administration. A fair idea of what the work means, or should mean, could be got by an intelligent, receptive student in three months. And, of course, with this term of practical experience, should go much reading and much tutorial guidance by teachers who are really familiar with the problems or conditions of local government and who have a living interest in its history and in the trend of its development.

SIR MICHAEL SADLER

A course planned for those who have already had experience in the service of local government might, I think, advantageously include long visits to a number of towns and counties for the purpose of studying thoroughly certain branches of administration, especially those in which the local authority in question had work of particular interest to show.

A year's Diploma course (October-June) would probably be most convenient to the students and the University. Whether a year would be enough I cannot say. But I doubt whether many students would be able to afford more. And the Universities arrange so many Diploma courses already on the basis of one academic year's study (Librarianship, Teaching, Art, Public Health, Anthropology) that they might be disposed to look upon suggestions for an analogous proposal with a friendly eye.

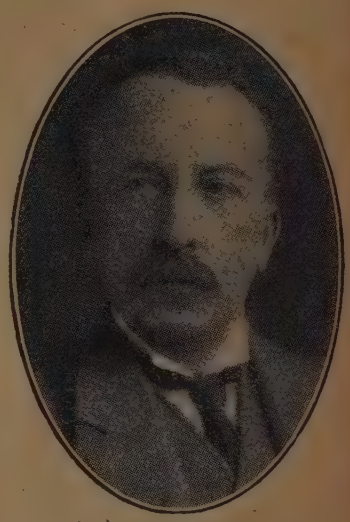
What the qualifications for admission to th Diploma course should be is a difficult question. Personally, I should regret any limitation to graduates because many who would profit by the course might not have previously taken a degree.

But far more important than any discussion of possible university courses, is that part of Mr. Hill's address in which he defines the *spirit* of the training (whatever the training might be, or whenever given) needed by the student of local administration. It should give him "a liberal understanding of the environment under which he serves; make him realise the significance of his own particular work in relation to the great objective of the administrative machine; and the relationship of that machine to national life as a whole." "Machine" is too metallic a word for what Mr. Hill means. His thoughts conjure up a band of colleagues working on a system, in personal relation to the public and to the representatives of the central authority, under conditions partly statutory, partly professional and wholly civic. To realise what work of this kind may be, what good it can do, what unfolding vistas of creative value lies before it, is to feel a call to this service, which is something more than a calling.

I wish I could think of a way in which the ordinary householder might be got to take more interest in the fascinating problems and possibilities of local administration. In some families you catch it like an infection. It enriches your life. It makes your daily experience more significant. It widens your sympathies. It fires your imagination. And it makes you care, as Rousseau made Kant care, "for the common man."

By SIR HENRY HADOW

I AM glad to support very cordially Mr. Hill's excellent address on the study of Public Administration. It sets forth clearly and succinctly the qualities required for success in this important branch of the public service, and indicates the methods by which these qualities may be trained and developed.



SIR HENRY HADOW

The address covers, naturally, three main topics, under all of which come several subdivisions and applications. First, the general education of school or college, attested at a minimum by the possession of the secondary school certificate, and ranging from this to the degree or diploma of the university. In this the standard attained should count for more than the particular subject selected: when this is once secured the candidate may specialise on history or politics or economics, but the primary aim should be to elicit quickness of intelligence, retentiveness of memory, and flexibility of mental grasp.

Second, and complementary to the first, is the practical experience of office work, illuminated by a wide study of principles, but capable of being directly addressed to the matter in hand. Their relative value must be determined by the merits of each case as it arises; no abstract or *a priori* rule can be laid down, but each type should have full opportunity of making good. Third, there should be the utmost possible freedom of intercourse between the different branches of the civil service—by frequent and open conferences at which experiences may be pooled and problems discussed; a uniform system of pensions, within graded limits, and such interchangeability as geographical and other conditions allow.

Headquarters Administration Staff

A valuable suggestion is that of a Headquarters Administration Staff which would serve both as a clearing house for applications and a central authority for judgment.

During the past few years there has been a great improvement in the status and functions of the Local Government service. The old days of haphazard or interested appointment are rapidly passing away. We are replacing them by a more intelligent method of selection and a higher standard of public duty. To this object Mr. Hill's paper makes a most useful contribution. It clears away some difficulties, it indicates the directest methods of approach, it encourages us to give more serious attention to those daily problems of public life which, because they are daily, we are still too ready to take for granted.

SALARIES AND CONDITIONS OF SERVICE

By the ORGANISING SECRETARY

Salaries and Conditions

The General Purposes Committee of the West Hartlepool Town Council received the D.S. on the question of a proposed revision of the Salary and Grading Scheme, particularly in the Junior Grade. Strong representations were made, and it is pleasing to report that very valuable concessions were obtained.

An application on behalf of the Dearne District Electricity Board Staff for increases in salary more commensurate with the responsibilities and duties devolving upon them was made by the D.S. some time ago. A sub-committee has at last made its report, and, subject to confirmation by the Finance Committee and the Board respectively, the officers in question will receive fairly substantial increases.

Salary Deductions

A recent special inquiry shows that of the 135 local authorities who made deductions and from whom no further information had been received, 71 have terminated deductions, and it is clear that this number will be increased when further replies are to hand.

Salaries

The salaries paid by the Manchester Corporation compare more than favourably with those paid by many of the minor local authorities and by some of the larger authorities in the county. This fact adds weight to the following statement contained in the report on the accounts of the Manchester Corporation by one of the elective auditors, Mr. W. L. Peel :—

" I have examined the salaries of officials in several departments and find no evidence of overpayment of junior and subordinate officials; in fact, the basis is low. Regarding higher officials, it would appear there are anomalies, the amount paid in some instances not being apparently consistent with the responsibility of the position. Indeed, the salaries of some officials are deplorable, taking into consideration the responsibility they have to bear."

LANCASHIRE AND CHESHIRE PROVINCIAL WHITLEY COUNCIL SALARY SCALES

The grading scheme of the Provincial Whitley Council hitherto has consisted of a junior scale up to twenty-one years of age followed by a General Division scale up to a maximum of £180, males, followed by scales for other officers with a maximum of £350 males. Corresponding scales for females are recommended with somewhat lower maxima.

Recently the Provincial Whitley Council has extended the grading scheme by the addition of two further grades for males as follows :—

Grade D. £360 by £15 to £405.
Grade E. £420 by £20 to £460.

LEGAL NOTES

By the LEGAL SECRETARY

War Bonus and Superannuation Allowance

AN important change has taken place in the method of calculating the pensions of Civil Servants which will have direct bearing on the calculation of the superannuation allowances now being paid to some local government officers. As from July 1 last basic salaries of civil servants which are supplemented by cost of living bonus have been replaced by consolidated rates of pay. The superannuation of civil servants is now governed by the provisions of a Treasury Minute of July 27 last. In the case of civil servants retiring on and after July 1 last, their pension is to be based on the full consolidated pay and will not be subject to fluctuation. In the case of existing pensioners who retired on or before August 31, 1931, when the cost of living figure was 55, the pensions are to be forthwith reassessed and consolidated at the amounts appropriate to a cost of living figure of 55. In the case of civil servants who retired after August 31, 1931, when the bonus was related to a cost of living figure of 50, the Treasury have no power at the moment to give similar directions which would involve the calculation of the officers' pensions upon amounts in excess of the salaries and emoluments of their offices. The National Association of Local Government Officers understands, however, that the Treasury propose to seek legislative authority in this present session of Parliament to increase these pensions also with retrospective effect to July 1, 1934, to an amount appropriate to a cost of living figure of 55.

The question now arises as to the application of the Treasury Minute to superannuation allowances granted under the Local Government and Other Officers' Superannuation Act, 1922. By the first proviso to Section 7 (Scale of Superannuation Allowances) of the Act of 1922 it is enacted as follows :—

> " Provided that any part of a Superannuation Allowance which is calculated by reference to a war bonus or other similar allowance shall be calculated and liable to variation in accordance with the rules for the time being in force with respect to superannuation allowances of members of His Majesty's Civil Service."

The National Association of Local Government Officers understands that, with regard to that part of an officer's superannuation allowance which may be calculated by reference to a war bonus or other similar allowance based on civil service practice, the Minister of Health considers that the following procedure would be appropriate under the Act of 1922 :—

(1) In the case of a person who retires or has retired on or after July 1 last, the superannuation allowance should be calculated or re-calculated as the case may be on the five years average basic remuneration and bonus (if any), the resultant amount being invariable.

(2) In the case of a person who retired on or before August 31, 1931, when the cost of living figure was 55, there should be added to the average of the basic remuneration received during the five years preceding the date of retirement an amount equal to the bonus which would have been payable if the cost of living figure had been 55.

The superannuation allowance re-calculated on the above basis will be fixed as from July 1 last, and will not thereafter be variable.

(3) In the case of persons who retired between September 1, 1931, and June 30, 1934, no re-calculation of superannuation allowances under the Act of 1922 should at present be made pending legislation providing for the re-calculation of the pensions of civil servants who retired during the same period.

Superannuation—Gratuities in Connection with Transitional Payments

The following letter has recently been sent by the Ministry of Health to a Local Authority :

" I am directed by the Minister of Health to state that, whilst he has no jurisdiction to determine the question at the present stage, it appears to him that, having regard to the definition of emoluments in Section 19 of the Poor Law Officers' Superannuation Act, 1896, payments made to a transferred Poor Law officer to whom by virtue of Section 124 of the Local Government Act, 1929, that Act applies, in respect of extra services rendered by him to the County Council for the purposes of the Unemployment Insurance (National Economy) (No. 2) Order, 1931, would be superannuable.

" Where the question whether any such additional remuneration is superannuable arises in respect of a transferred Poor Law officer who by virtue of Section 124 of the Act of 1929 is subject to the Local Government and other Officers' Superannuation Act, 1922, the position would appear to be the same except that the definition of salary in Section 3 of that Act excludes payments for overtime.

" In the case of any other officer to whom that Act applies the question would arise whether the duties in respect of which the remuneration was payable were within the scope of the designated post occupied by him, but, as at present advised, the Minister sees no reason to doubt that the duties would be held to be within the scope of the post, regard being had to the enactments pursuant to which they came to be performed."

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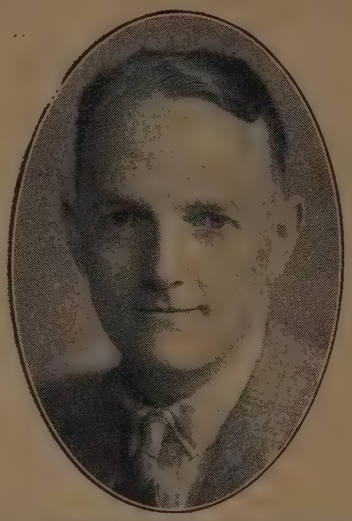
ELECTED CHAIRMAN OF SANITARY INSPECTORS' ASSOCIATION

HEARTY congratulations to Mr. A. Denton Ogden, a member of the N.E.C. of N.A.L.G.O., on his election as chairman of the Sanitary Inspectors' Association. A native of Yorkshire, Mr. Denton Ogden was educated at Keighley Grammar School, which also claims amongst its pupils such distinguished men as Sir Arthur Newsholme and Sir Abe Bailey. He received his training as a Sanitary Inspector under the very able guidance of Mr. J. C. Dawes, O.B.E., now of the Ministry of Health, and then Chief Sanitary Inspector of Keighley.

During the war he served in Egypt and Palestine, part of his service including the sanitation of the Aboukir Peninsula. At the outset, as the district was purely native, much care and patience had to be exercised. In the last year of the War, being anxious to see hostilities at closer quarters, he was transferred to train for a commission in the Royal Engineers. Attached for this particular purpose to the 1st Seaforth Highlanders, he saw front line service with this regiment until the time when Turkey surrendered later in the year.

On demobilisation, Mr. Denton Ogden returned to take up his post as District Inspector at Keighley, but speedily obtained an appointment as Investigator to the Industrial Fatigue Research Board of the Medical Research Council, his investigations comprising inquiries relating to the efficiency of ventilation in factories in relation to the health of the operatives, output, efficiency, etc. He was mainly responsible for the collection of data upon which four of the Board's reports were based, and part author with Dr. H. M. Vernon and Mr. S. Wyatt, M.Sc., of the Board's "Report on the Extent and Effects of Variety on Repetitive Work."

In 1924 he secured his present appointment



MR. A. DENTON OGDEN, M.R.S.I., M.S.I.A.
Chairman of the Sanitary Inspectors' Association

as Chief Sanitary Inspector to the Chelmsford Rural District Council, whose area of jurisdiction is the largest in Essex, and on all hands it is agreed has served his District faithfully and well. Two years after he was appointed at Chelmsford, he was taking part in the resuscitation of the Essex Branch of the Sanitary Inspectors' Association, and was elected hon. secretary of the Branch. Then he became a member of the South Eastern Centre Council, was for twelve months its chairman, and in 1928 became one of its representatives on the General Council, contributing a paper to the Leicester Conference on "Industrial Hygiene" in the same year. Since 1931 he has been a member of the National Executive Council of N.A.L.G.O.

MOVEMENT OF MEMBERS

Mr. A. D. Stockdale, Seaham Harbour, to Committee Clerk, Witham U.D.C.

Mr. W. J. Knight, Barking, to Assistant Clerk, Brentwood U.D.C.

Mr. S. Elmitt, Barking, to First Audit Assistant, Brighton.

Mr. H. P. M. Williamson, Wembley, to Harrow.

Mr. H. S. Broadway, Wembley, to Harrow.

Mr. C. H. Dumbrill, Lewisham to Clerk in Surveyor's Department, Folkestone.

Mr. G. H. Gardner, West Sussex County Council, to Inspector of Local Taxation Licences, Surrey County Council.

Mr. J. Matthews, West Sussex County Council, to Divisional Surveyor, Salop County Council.

Mr. L. E. Moon, West Sussex County Council, to Law Clerk, Surrey County Council.

Mr. H. H. Anderson, Halifax, to Chief Officer, Fire Brigade, Harrow.

Mr. J. H. Edmondson, Halifax, to Sewage Works Manager, Sheffield City Council.

Mr. S. Gibson, Bingley, to Treasurer, Enfield U.D.C.

Mr. H. E. Keeton, West Riding, to appointment in Public Assistance Department, Ipswich B.C.

Mr. L. Rowley, Doncaster, to District Sanitary Inspector, Enfield U.D.C.

Mr. J. Orton, Newcastle-on-Tyne, to Director of Education, Todmorden.

(*Continued on page 714, col. 2*)

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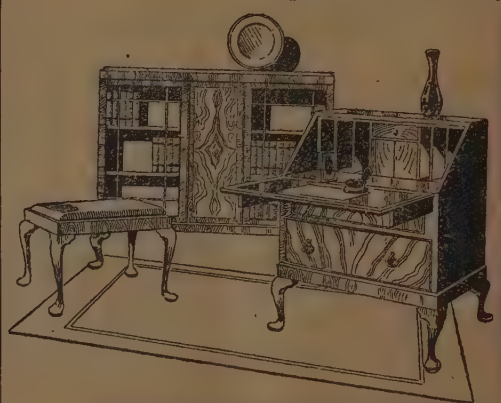

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AT RANDOM: COMMENTARY ON CURRENT EVENTS

By "HYPERION"

The Christmas Spirit

"HOW difficult it is for us," he began blandly surveying his congregation, who coughed into their mufflers, and chafed their chilblains under their woollen gloves, "to realise that this is indeed Christmas. Instead of the glowing log fire and windows tight shuttered against the drifting snow, we have only the harsh glare of an alien sun; instead of the happy circle of loved faces of home and family, we have the uncomprehending stares of the subjugated, though no doubt grateful, heathen. Instead of the placid ox and ass of Bethlehem," said the vicar, slightly losing the thread of his comparisons, "we have for companions the ravening tiger and the exotic camel, the furtive jackal and the ponderous elephant . . ." And so on, through the pages of faded manuscript. The words had temporarily touched the heart of many an obdurate trooper, and hearing them again, as he had heard them year after year since Mr. Tendril had come to the parish, Tony and most of Tony's guests felt that it was an integral part of their Christmas festivities; one with which they would find it very hard to dispense. "The ravening tiger and the exotic camel" had long been bywords in the family, of frequent recurrence in all their games.

(*From "A Handful of Dust," by Evelyn Waugh.*)

Hints for Debutantes

It is really very difficult to explain how kissing is done. You press the upper teeth against the lower lip and make a sort of hissing sound—that is really all. I hope Trixie will try it and grow proficient very soon.

(*Answer to correspondent in "People's Friend."*)

"Caelum, non animum, mutant qui trans mare currunt"

"A file in an Indian Government Department looks just as revolting as it does at Whitehall."

(*Sir John Anderson, Governor of Bengal, at an I.P.A. luncheon.*)

Lawrence of Arabia—with some afterthoughts on Happiness

What particularly interested me in Liddell Hart's admirably written biography of T. E. Lawrence were not the chapters dealing with the Arab revolt (the subject matter of which has already been, to some extent, covered by Lawrence's own account in "Seven Pillars of Wisdom"), but the account of his early life in Book 1 and the account of his life since the War in Book 4.

Here, for example, is an interesting account of his personal idiosyncrasies taken from Book 1:

"*He takes no interest in food, and when by himself is satisfied with one meal a day, of the simplest kind, although he will eat a normal dinner when with friends. Fruit, especially apples, is the only form of food for which he seems to have any real liking. He neither drinks nor smokes. He has occasionally tasted wine, but prefers water as being more varied in flavour. This is not a jest; his senses are very highly developed, but different. He says himself that he hunts sensation—in the deeper sense of the word. He is always eager for a new sensation, but he does not repeat it if unpleasant.*"

Another illuminating passage is that relating to his dislike of any kind of ostentation:—

"*His dislike of the pomp of power is due not only to its waste of time, but to its hypocrisy. He has a horror of the conscious sham that outward authority entails on all its holders who are sufficiently intelligent to realise their hollow insincerity. He perceives how much of the time of the rulers of mankind is consumed in social and ceremonial exercises, time which might be spent in gaining the knowledge on which to take their fateful decisions. Also the subtle poison that such exercises spread through their systems. Ceremony may be a necessity in dealing with the ignorant and superstitious masses, but it is a moral cancer in the man who performs it. The rites of civilised authority differ only in degree from the witch-doctor's incantations.*"

A phrase of Lawrence's worth remembering is the "fundamental crippling incuriousness" which he feels among so many soldiers. (Nor, alas, is it confined to soldiers!)

When Captain Liddell Hart challenged Lawrence with the direct question: "Are you really happy?" he replied, after a moment's reflection: "At times. No one who thinks can be really happy." He went on to say that he had learnt very early the truth that happiness lies within, not in externals, but had also learnt that those who did not think could be happy. With himself, he found that happiness was intermittent—it came in "absorption."

* * *

This reminds me of Harold Nicolson's definition of happiness, which I think is one of the best I know: "Intense activity in congenial surroundings."

* * *

And Burton, in his "Anatomy of Melancholy"—that most entertaining of books—writes:—

"*'Inter delicias semper aliquid saevi nos strangulat,'* for a pint of honey thou shalt here likely find a gallon of gall, for a dram of pleasure a pound of pain, for an inch of mirth an ell of moan; as ivy doth on oak, these miseries encompass our life. Nothing so prosperous and pleasant but it hath some bitterness in it, some complaining, some grudging; it is all a mixed passion, and like a chequer table black and white . . . We are not here as those angels, celestial powers and bodies, sun and moon, to finish our course without all offence, with such constancy, to continue for so many ages; but subject to infirmities, miseries, interrupted, tossed and tumbled up and down, carried about with every small blast, often molested and disquieted upon each slender occasion, uncertain, brittle, and so is all that we trust unto. And he that knows not this is not armed to endure it, is not fit to live in this world; he knows not the condition of it, where, with a reciprocality, pleasure and pain are still united, and succeed one another in a ring."

* * *

Here are other definitions:—

"Morality may never be forced, but is the natural accompaniment of a fearless and happy life." I think it is Homer Lane who said that "Be good and then you will be happy" might equally suitably run "Be happy and then you will be good."

* * *

Happiness is a perpetual possession of being well deceived.

* * *

The happy man is he who finds in life a harmonised expression for all his instincts—for his self-assertive ambitious instincts in his profession, his sex instincts in marriage, his paternal instincts in his family or in benevolence, his curiosity in research, his display in speaking, writing, or painting, his pugnacious instincts and anger in defending his cause—these and other instincts directed towards some common ideal such as living for his fellows, will make him infinitely happy.

* * *

So now you know!

* * *

And now let us hear Dr. Johnson on the matter:—

Being pressed on this subject, and asked if he really was of opinion that though, in general, happiness was very rare in human life, man was not sometimes happy in the moment that was present, he answered: "Never, but when he is drunk!"

* * *

G. B. S. said: "The only way to avoid being miserable is not to have enough leisure to wonder whether you are happy or not."

Quant a moi (as they say in France with their renowned Gallic *esprit*), I admire the attitude towards life expressed in Edna St. Vincent Millay's:—

"My candle burns at both ends
It will not last the night,
But, oh, my foes, and ah, my friends!
It gives a lovely light.

* * *

On Food

Now, my little ones, the season is approaching when all of us who, as Dr. Johnson would say, have bottoms of good sense, all of us who are fundamentally sensible, apply ourselves with that mystical inward glow, which only the true gourmet experiences, to the consumption of Huitres Natives and Suprême de Turbotin Calypso and Faisau Poilé Demidoff or Volaille Pochée Sauce Suprême, followed by Sorbet (the Sorbet is the modern equivalent to the Roman's vomitorium!) and then, resuming the task (attaboy!) attack the Carré d'Agneau, the Bombe Pralinée or Pêche Brillat Savarin, as the case may be, the Canapé and the Café.

So, in the words of the immortal François Rabelais, we can "maunch it, twist it, cram it, gorge it, cram it, riot it, and junket it . . ."

"Drink on, sir. Whip it away; verily, friends, it is very fine drinking to-day and so it is every day of the week; then drink on, toss it about; here is to you with all my soul, you are most heartily welcome . . . Let us then, with brotherly love and charity, refresh ourselves . . ."

And the wines! The fine Old Brown Sherry ("rich, full-bodied, very flavoury—ha!"), the Liebfraumilch 1921, the Nuits St. Georges, the Clicquot (Veuve) 1921, and the Vintage Port. Perhaps, like the hero in one of Arnold Bennett's novels, you have read up the subject of wines in the Encyclopaedia Britannica and you say casually to the wine waiter: "Got a good Romanée Conti, or a nice dry Montrachet?" and you see a look of infinite respect—even of awe—appear on the waiter's face and you feel almost a demi-god till the tragic moment when he presents the bill.)

Well, well, how one does run on! The older one grows, the greater appear to be the consolations one can get out of a really good dinner.

To me the only sad part about it all is that having consumed a meal which (as W. J. Locke wrote somewhere) should be eaten kneeling, not sitting, one usually has to listen to speeches full of such platitudes and wisecracks that, but for the *bonhomie* engendered by the dinner, one would rise up and slay the speaker.

Is dis a system? I ask you. Is dis a system?

Second Thoughts

No, you can have all these dishes with their French names and uncertain ingredients. I'll be content with a good Yorkshire pudding, perfectly cooked—"that fair champagne of rich, golden brown, with Etna and Vesuvius summits lifted up from it, where the brown has burnt almost to blackness."

It is sometimes said that no good man, no great man, no artist cares twopence about meat and drink. This astonishing generalisation can easily be refuted.

Dr. Johnson, who was both good and great, said: "I mind my belly; and I take it that he who does not mind his belly will mind little else."

And once when Handel was in England, he entered a tavern and ordered dinner for two, to be ready at a certain time. He went out for a walk, and returned at the hour appointed, sat down at the board and ordered the meal to be served. The landlord craved his honour's pardon, but thought his honour had expected company.

"I am the gompany," said Handel, and devoured the dinner for two with great relish.

WHAT OUR READERS SAY

Overlapping of Departmental Duties

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—I am wondering whether a discussion on the question of the overlapping of departmental duties in your columns would not be helpful.

Generally speaking, it is true to say that the municipal service is a friendly service, but friction naturally occurs now and again. It seems to me that one of the chief causes of friction lies in the above question which permeates downwards from the chief officers concerned to the members of their staffs. My own view is that there can be only one executive head for each department of a Corporation, and that the other chief officials should act as technical advisers as and when necessary. The best example of this that comes to my mind is the relationship between the Medical Officer of Health and the Director of Education. They are, as a rule, on extremely friendly terms and work in very close co-operation. More often than not the Medical Officer of Health is the senior of the two, and yet in his capacity as School Medical Officer works with and through the Director of Education. It would be well if this happy relationship was commonly followed wherever any two Departments interlocked.

The suggestion of a Town Manager which has come over from the United States has infected certain authorities in an unpleasant manner which has resulted in certain officers attempting to be dominant. Many of us accept the position that the Clerk of the Authority "is the first among equals," but otherwise feel that there can only be one executive head for each Department.

Yours, etc.,
A MUNICIPAL OFFICER.

Superannuation Acts

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—The reference in the October "L.G.S." to the Manchester Corporation Act prompts one to ask why some flexibility should not be introduced into such Acts whereby an official could exercise the option of retirement at sixty, even if he had not served forty years, provided his superannuation were proportionately reduced. It is only a matter of calculation to ensure that the public authority suffers no loss.

There must be many officials who feel that if they ever reach sixty-five they will not be then fit for much. A man may have either inherited or saved money, not in itself sufficient to warrant retirement, but which would so augment a reduced pension as to enable the last years of life to be spent in moderate comfort.

As an alternative, an officer having command of some capital should be entitled to offer the authority a lump sum at sixty which would put him in the same position financially as if he were to retire at sixty-five; an arrangement comparable to the purchase of an annuity.

It is obvious that the earlier retirement of older men would hasten the advancement of younger ones.

Yours, etc.,
ELDERLY OFFICER.

London, N.16.

The Longer Lives of Civil Servants

To the Editor,
LOCAL GOVERNMENT SERVICE

SIR,—It has been noted in recent statistics that retired Government servants are living longer than in pre-war days, a fact which has wide-reaching implications. Some such men and women no doubt retire worn out with years of honourable service. Others with many years of ripe experience behind them and many years of vigorous life before them, instead of sinking down into deadening repose, feel a fresh freedom for social service along lines which their governmental work has suggested to them.

In the Social Service Movement, centres as regards London, in the London Council of Social Service, men who have occupied the highest posts in Governmental Departments or with local authorities are giving to the community service which perhaps no other training or experience could have afforded. Men and women, who know that their vitality depends on the continued exercise of their highest faculties, who have longed, for years, to give their services to the welfare of the community untrammelled by necessary official restrictions, find that in the higher ranges of the Social Service Movement voluntary posts of great responsibility, wide-reaching influence, and congenial companionship await them.

Would any who desire to give their services communicate with me at the London Council of Social Service, 1 Lincoln's Inn Fields, W.C.2?

Yours, etc.,
THOMAS HANCOCK NUNN.
Executive Vice-Chairman.

MOVEMENT OF MEMBERS

(*Continued from page 710*)

Miss C. A. Smith, Leeds, to appointment in Public Health Department, Manchester.

Dr. Underwood, Leeds, to Medical Officer of Health, Shoreditch.

Mr. W. J. H. Penman, Perth, to Transport Manager, Lancaster.

Miss G. L. Chilcott, Caernarvon, to Clerk, Merton and Morden U.D.C.

Mr. C. Rigby, Wigan, to Assistant Surveyor, Peterborough.

Mr. A. H. Bedding, Coventry, to Audit Clerk, Birkenhead.

Mr. B. H. Stroud, Widnes, to Accountancy Assistant, Epsom and Ewell U.D.

Mr. F. Lythgoe, Rawtenstall, to Tramways Manager, Middlesbrough.

Mr. R. Simpson, Lancaster, to Markets Supt., Barrow-in-Furness.

Mr. J. Storey, York, to Weights and Measures Inspector, Bolton.

Mr. G. Wrigley, Bolton, to Eng. Asst., Walthamstow.

Mr. J. Yates, Walsall, to Porter, Northwich Institution.

Mr. T. D. Pearce, Bolton, to Librarian, Bingley.

Mr. E. E. M. Brown, Hampshire, to Quantity Surveyor, Nottingham City.

Mr. H. W. Pickett, Isle of Thanet, to East Sussex C.C.

Mr. A. D. Smith, Isle of Thanet, to Battle R.D.C.

Mr. H. Toomer, Isle of Thanet, to Orpington.

Mr. and Mrs. Wheatley, Derbyshire, to Porter and Matron's Assistant, St. Neot's Institution, Hunts.

Miss S. M. Ball, Northampton, to post in Edmonton Institution, Middlesex.

Mr. J. T. Mason, Wolverhampton, to Chief Clerk, Education Department, Bath.

Mr. S. Higson, Clerk, Treasurer's Department, Earby U.D.C., to similar appointment, Treasurer's Department, Cambridge.

Mr. E. McConnell, Internal Audit Clerk, Barrow, to Audit Assistant, Salford.

The Scottish Municipal Annual (Glasgow and West of Scotland Guardian Society, Ltd., 30 George Square, Glasgow), is a record of the facilities and services offered by local authorities in Scotland to those interested in industrial and commercial enterprise.

EAST MIDLAND DISTRICT COMMITTEE

MEETING AT DERBY

A meeting of the East Midland District Committee was held in the Guildhall, Derby, on Saturday, October 20. Mr. E. J. Loasby (Kettering) presided. Extending a welcome to Derby, the Mayor (Alderman H. Slaney) referred to the membership of over 4,000 in the district and the national membership of over 75,000, and said he remembered when their numbers were much lower than they were now, and he recognised that the Association had achieved substantial successes for the members. The Chairman, thanking the Mayor, mentioned that three new Branches—Chesterfield Rural District Council, Long Eaton and South Notts—were represented for the first time, and offered a hearty welcome to the representatives.

It was decided to adhere to the new rule to meet at least four times each year. The Committee approved a recommendation of the Executive Committee that twenty-five guineas received from the B. and O. "Help Yourself" Fund should be contributed equally to each of the following Hospitals: Nottingham Eye Infirmary, Leicester Royal Infirmary, Derby Hospital for Women, Lincoln Hospital, and the Manfield Orthopaedic Hospital, Northampton.

The Summer Schools

The Hon. Secretary reported that the students who received grants from the Committee in order to attend the Association's Summer School at Cambridge had each sent in reports. The reports showed that the students had made the very best of their attendance at the Summer School. Mr. J. Chaston, Chairman of the Education Committee of the N.E.C., expressed his gratification at the excellence of the reports. He feared that many members did not yet appreciate the value of the Summer Schools, and said that they were a very important feature of N.A.L.G.O.'s work.

The annual meeting is to be held on January 26 at Nottingham. A lunch is to be held prior to the meeting, and the President of the Association is to be invited to attend to address the delegates.

Salary Reductions Restored

The Divisional Secretary mentioned that originally sixty-six local authorities in the district made temporary reductions in their officers' salaries after the receipt of the Ministry of Health Circular 1222 in 1931. It was satisfactory to record that on November 1 with one exception, all reductions had ceased to operate. The exception was the Leicestershire County Council, where the reductions were halved as from April 1, 1934, and are to cease as from April 1, 1935. The following local authorities had adopted the Local Government and other Officers' Superannuation Act, 1922, since the last meeting of the Committee: Urban District Councils of Heanor, Mansfield Woodhouse, and West Bridgford; Rural District Councils of Basford, Caistor, Spilsby and Worksop; and the Horncastle Assessment Committee.

Gratitude to the B. and O. Fund

Mr. J. J. Clist presented the report of the Regional Benevolent and Orphan Fund Committee, and read a letter from a widow who had received substantial help from the Fund, in which she said: "Will you please accept my best thanks for what the Association has done for me all this time. It has been really wonderful, and I feel very grateful."

Reports on the work of the National Executive Council were made by the representatives for the district, Mr. J. Chaston (Kettering) and Mr. A. B. Day (Nottingham).

Following the meeting, the representatives were entertained to tea by the Derby Branch.

WORDS OF WISDOM

His Majesty the King

"Insurance affords protection against those contingencies which even the most reckless cannot ignore, and the most far-seeing are often powerless to avert."

THE words of His Majesty the King, in opening the Chartered Insurance Institute a few months ago, convey what a vital factor insurance is in modern civilisation. Insurance as a business has triumphed over two centuries of history. Throughout all forms of upheavals, insurance, especially life assurance, has gone from strength to strength.

Life Assurance, however, often presents a real problem to a young married man of limited means. His responsibilities are at their greatest, whilst his income is more or less absorbed in current needs, and the amount which can be spared for the future is necessarily limited. Something must, however, be done, because the income upon which the family relies for everything is itself dependent upon his life. N.A.L.G.O., appreciating the difficulty of this problem, offers as a solution its "Family Income" Policy, which gives the necessary protection, whilst the cost is very low for the cover given.

An ideal Policy is one for £1,000. Should the Assured die within the first 20 years, the period when commitments are heaviest for education and training of children, a cash sum of £200 is payable at once to his dependents, and in addition they will receive a regular weekly income of £3, payable quarterly in advance, until the end of the original 20 year period, when a further sum of £800 will be paid to them.

For such a policy, commencing at age 30 years next birthday, the annual premium payable throughout life is £20.9s. 6d. If the Assured survives the 20 year period, the policy is continued for £1,000, which sum becomes payable at death. No other form of Assurance gives such comprehensive protection. The all-important income is secured at a time when it is essential, and in any event the sum or sums payable under the policy can never be less than £1,000, whilst in the event of the Assured dying during the early part of the 20 year period, the total amount payable might amount to over £4,000.

The following examples show the premiums payable for different types of "Family Income" Policies, the Income Tax abatement, etc. :—

FAMILY INCOME POLICY OF £1,000
(20 *Year Endowment Scheme—Plan A*)

A Policy for £1,000, taken out at age 30 years next birthday for an annual premium of £45 6s. 9d. (income tax abatement £5 2s. 0d. per annum) or monthly instalments of £3 17s. 6d. (income tax abatement £5 4s. 7d. per annum) provides the following guaranteed benefits :—

1. £1,000 at the end of 20 years;

OR

2. Should death occur during the currency of the Policy, the following payments will be made :—
   (*a*) £200 at death;
   (*b*) £3 a week, for the balance of the 20 years; and then
   (*c*) A further £800.

WHOLE LIFE LIMITED PAYMENT—PLAN A
£1,000 POLICY TAKEN OUT AT AGE 35 NEXT BIRTHDAY

Assuming that the premiums are required to cease at age 65 years, the annual premium would be £28 5s. 6d. (income tax abatement £3 3s. 7d. per annum) or if paid by instalments, £2 8s. 4d. per month (income tax abatement £3 5s. 3d. per annum), providing the following guaranteed benefits :—

1. (*a*) £200 at death, if within 20 years from commencement;
   (*b*) £3 a week for the balance of the original 20 years period, and then
   (*c*) a further £800

OR

2. Should death not occur within 20 years, the sum of £1,000 will be paid when it does occur.

Particulars of other classes of Life Assurance will be supplied on application to the N.A.L.G.O. Life Department, 24 Abingdon Street, Westminster, S.W.1.

Does Your Child Build Castles?

YOUR CHILD'S CASTLES OF THE FUTURE ARE ENTIRELY DEPENDENT ON YOU

Have You made any Provision for his Education in the event of your Death?

N.A.L.G.O. FAMILY INCOME AND ENDOWMENT ASSURANCES

will help you make the necessary provision

PREMIUMS FOR £1000 (without profits)
FAMILY INCOME POLICY
WHOLE LIFE SCHEME—PLAN A

Age Next Birthday	Monthly Instalment £ s. d.	Annual Premium £ s. d.
25	1 10 0	17 11 0
30	1 15 0	20 9 6
35	2 4 2	25 16 9
40	2 12 6	30 14 3
45	3 8 4	39 19 6

PREMIUMS FOR £1000
(without profits)
30-Year Endowment Policy

Monthly Instalment £ s. d.	Annual Premium £ s. d.
1 19 2	22 18 3
2 0 0	23 8 0
2 0 10	23 17 9
2 4 2	25 16 9
2 8 4	28 5 6

Particulars of all forms of Life Assurance can be obtained from your Local Correspondent, or from The Nalgo Insurance Dept., 24 Abingdon Street, Westminster, S.W.1

Your course is clear

IF you intend to achieve success in the Local Government Service you should obtain your Professional, Technical or Vocational qualifications

The best courses in preparation for the examinations are provided by the

NALGO CORRESPONDENCE INSTITUTE

The following is a short list of Institutions for whose examinations coaching is arranged:

National Association of Local Government Officers.

University of London (Diploma in Public Administration).

Institute of Municipal Treasurers and Accountants.

Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.

Sanitary Inspectors' Joint Examination Board (both for England and Wales and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).

(*a*) Relieving Officers.

(*b*) Institution Officers.

(*c*) Clerical Assistants.

Poor Law Examinations Board (Scotland).

Full particulars from the

NALGO CORRESPONDENCE INSTITUTE

24 Abingdon Street Westminster, S.W.1

BRIDGE FORUM

By NEVILLE HOBSON

No Trump Bids:

BOTH at Contract and Auction there is a cautious school of thought which is constantly emphasising the dangers of the No Trumps bid.

Admittedly, there are risks for the unwary No Trump bidder, which can be more devastating than in the case of a Trump declaration. This is particularly the case at Contract, where an initial bid of One No Trump may be raised by the partner to 2 No Trumps, and the original bidder may make the plunge and go for game. A 3 No Trump bid under these circumstances may be completely shattered by the first dealer leading out a strong set suit, which he had refrained from bidding and which was the only weak spot in the armour of the declarer and his partner.

This is all very disturbing, but I cannot see why this comparatively rare experience should result in the extraordinary temerity with which many sound players approach this bid.

Risks.—Let us assume that after a bid of One No Trump by South, a raise by North and a bid of 3 by South, West leads out the Ace, K, Q, and 2 more Diamonds. This results in the Declarer being one down straightaway.

Let us make the position worse by giving West another ace. This makes the Declarer 2 down, and it is certainly perturbing to have to face this avalanche.

If this position had arisen at Auction (as distinct from Contract), there would have been no bid beyond the one No Trump of South, and even assuming West lies low and collects the first 6 tricks—there is no reason why South should not obtain the remainder. At Contract, he would admittedly be 2 down, and if vulnerable, this would mean a substantial loss, but the chances against it are small and it should not be allowed to become a permanent nightmare.

Advantages.—Now reflect upon the advantages, which are much greater than is often realised.

(1) To obtain Game from a Love score with a Minor suit as Trumps necessitates the winning of 11 out of the 13 tricks. In the case of a Major suit, 10 tricks must be won; whereas 3 No Trumps (9 tricks) ensures game at both Contract and Auction and necessitates the opposition making no fewer than 5 tricks to defeat the game.

The difficulty in obtaining 10 or 11 tricks, as against 9 in No Trumps, is much greater than is generally realised, and mathematical calculations confirm this (though I am not, of course, advocating No Trump bids on hands of a badly balanced nature).

(2) Even assuming that the opponents have complete command of the weak suit of the Declarer and his partner—frequently they can only obtain 4 tricks in the adverse suit, owing to their only having 8 out of the 13 cards between them, and these being equally distributed. In these circumstances, therefore, there is no reason why the Declarer should not obtain the remaining 9 tricks, particularly as the partner at Contract should not support unless holding approximately 1½ Honour tricks and a suitable distribution.

(3) Many players fail to realise that a trick can often be saved by bidding No Trumps, which would be lost if one's partner were to play the hand in a suit bid.

Assume that West bids One Spade. North bids 2 Hearts, East no bid (indicating weakness). South may have a good all-round hand, but only the King, x (or K, x, x) of Spades. If he puts up his partner in Hearts (or leaves Hearts in when playing Auction), East will lead his best Spade (which will squeeze the King), and there will probably be 2, or even 3, losing tricks in Spades straightaway.

If, on the other hand, South bids No Trumps, West would usually be compelled to open up his Spades, which would give South the first trick in that suit, and he might then be able to make 5 set tricks in Hearts and 3 other tricks in the combined hands before the other side can get in, as he would only require an extra A, K in his own hand to ensure this.

PRE-CHRISTMAS MONOLOGUE

[*Andrew Lang said of one of Theocritus's Idylls " that the chatter of women has no more tered in 2,000 years than the twittering of rds !*]

(Litter of presents, cards, calendars scattered out the room. Any wife, anywhere *loqu.*)

WELL, this is all I have got so far. I'll buy some more book-tokens if you'll give me the money. Will you rite a note to go with that top? . . . Oh, and nother for the cigarettes for Uncle Henry . . . ve an awful feeling that we've forgotten meone who'll be bitterly offended. (Oh, let the dog out, there's an angel. I *am* so noyed about my hair. *So* short at the back. hat stupid girl . . .) Nice calendars, aren't ey? I hate parting with them . . . and only xpence each. I don't know how they do them r the money. (Yes, I took back those shoes at hurt me so, and I did tell them off about em. I said, " These are the most expensive oes I've got—and the most uncomfortable." *told* the assistant they were half a size too large, id she wouldn't take the trouble to get another ir—just because they hadn't got them in stock. he trouble about Christmas shopping is) you've to look for something you can ford, and (*b*) you've to get someone to serve ou.)

" I got two cards of Cockington forge—1½d. ch. Cheap, weren't they? Where *is* ockington, I wonder.

" These book tokens are a boon, I *must* say. he awful strain before they came out of oosing books to suit everyone . . .

" Now who else is there? I wonder what's the wireless? I haven't looked at a paper r days. (Oh, I'm so *mad* about my hair. hat time is it?)

" The words they put in these cards are too rrible. Still, I don't think people look at ords much, do they? Or do they? You so ldom find a nice card with nice words.

" I'm sure we've always given much more xpensive presents than we've had given *us*. he whole affair's rather fatuous, isn't it? ll this frightful turmoil every year, and the wful strain of not forgetting anyone. I wish ey'd abolish Christmas presents for everyone ver fourteen. Still, lots of people like it, suppose.

" What about Aunt Emily? I've got down iscuits. Is that O.K.? And the Stevensons—st year we sent them chocolates. I think is year we'd better send them something ifferent.

Now Mrs. Greer is rather a ticklish person. he's sure to say: ' That's a Woolworth's ard,' and I don't want to send her a very retty one because I don't like her very much. o you think one of Westminster Abbey ould do her good?

" Here, just listen to the words on this one:

Years may come and years may go,
But I'll think of you ever and ever so.

sn't that *dreadful*? Very pretty card, though. Iand-painted. Aunt Susan would like an rtistic one. I'll send her the one with the wful words because I don't care *what* she hinks.

" I don't think these cards look frightfully heap, do you? I'd rather like a calendar like is myself. Whom did you send the other Cockington forge one to? Oh, the Smiths. wonder if we ought to send them a more xpensive one.

" We seem to be getting a lot of chocolates eft on our hands. What did we send them st year? Biscuits?"

" Oh, dear! What a chore it all is! And hen you men say what a nice, comfortable life housewife has! You expect a cook and a urse and an intelligent companion all rolled nto one. Where's that string? Just tie up this arcel for the Hankinsons, and that will polish hem off. And get my bag from the little table. Iy goodness, the money we spend on stamps!)h, well! It isn't such a bad old husband after ll. . . ."

OFFICIAL AND PERSONAL

Mr. John Ainsworth, Deputy Treasurer to the West Riding County Council for the past five years, has been appointed City Treasurer of Plymouth. Mr. Ainsworth was formerly in the Borough Treasurer's office at Blackburn, and in 1925 was appointed Deputy Borough Treasurer of Chorley, being promoted to the

Mr. JOHN AINSWORTH,
New City Treasurer of Plymouth

position of Borough Treasurer and Chief Rating and Valuation Officer in 1926. Mr. Ainsworth has shown a lively interest in the recreational interests of the staff of the West Riding Treasurer's Department.

* * *

The sympathy of the Association is extended to Mr. E. W. B. Abbott, formerly Director of Education at Maidstone, on the death of his wife. Mrs. Abbott died at Bideford on October 25, and the interment took place on October 30 at St. Margaret's Churchyard, Northam, North Devon. Prior to his retirement from the service in 1932, Mr. Abbott was senior vice-president of N.A.L.G.O. and chairman of the Association's Education Committee, posts which he filled with much distinction.

* * *

Barrow Branch has lost a very valuable colleague by the death of Mr. James Latta, M.R.C.V.S. At the time of his death he was completing his second year as President of the local branch. Mr. Latta was a tireless worker in the interests of the Association. His enthusiasm on behalf of the B. & O. Fund was unsurpassed, and the successful efforts of the local branch towards this worthy object may be traced very largely to his zeal and influence. He impressed his personality on all with whom he came in contact. To his widow and son we tender sincere sympathy.

* * *

Mr. T. Moseley, Clerk to the Lichfield Rural District Council, and a member of N.A.L.G.O., has been elected Mayor of the City of Lichfield for 1934-35.

* * *

The Llantrisant Branch and the South Wales District Committee have suffered a serious loss in the death of Mr. Noah Tromars, Valuation Officer to the Llantrisant Council. Before joining the local government service, Mr. Tromars was secretary of a Miners' Lodge, a Miners' Agent and chairman of the Pontypridd Board of Guardians. As a local government officer he was a warm supporter of N.A.L.G.O. Shrewd, a ready speaker with a fund of good humour, Mr. Tromars was an active and most helpful member of the District Committee. The Association's sympathy goes out to Mrs. Tromars and her family.

Tributes to the work of Mr. G. J. Davis, rating officer; and Mr. F. R. Gibbins, surveyor, both of whom have recently retired from the service of the Wanstead Council as a consequence of the amalgamation with Woodford, were made when Wanstead Councillors and officials attended to present Mr. Davis with a barometer and Mr. Gibbins with an umbrella. The presentations were made by Councillor Alger (vice-chairman of the old Wanstead Council).

* * *

On the results of the advanced examinations held by the Royal Society of Arts in 1932, 1933 and 1934, Mr. H. H. Lack, of the Borough Treasurer's Department, Northampton, has been awarded a prize to the value of £5, having been placed an equal second in the order of merit. Only three of these advanced course prizes were awarded for the whole country.

GRAMOPHONE NOTES

One of the most interesting of " His Master's Voice " records is a " song hit " of twenty-seven years ago, " I Love You So," the waltz song from *The Merry Widow*, which has been a public favourite for two generations. The American tenor, Richard Crooks, gives an excellent recording of " The Merry Widow Waltz " (DB2336), coupled with " Kathleen Mavourneen." Brahms' " Fourth Symphony," played by the B.B.C. Symphony Orchestra, conducted by Bruno Walter, is a flawless performance on five records (DB2253-7). H.M.V. issue four of the pieces played by the massed bands at the Crystal Palace festival at the end of September: " Excelsis," march, and " Jesu, Lover of My Soul " (B8229), and " May Day Revels " and " Champion," march medley (B8230). Four opera stars have made new records on the H.M.V. list. There is the famous ballad " Because " and Tosti's " La mia canzone," in which Caruso's voice is recreated by the H.M.V. process on H.M.V. DA1380. " Oh, Star of Eve," from *Tannhäuser*, and " Even Bravest Hearts," from *Faust*, by Lawrence Tibbett (DB2262) are two of the best-known operatic arias sung by the smallest grand opera baritone. Browning Mummery's renderings of " A Clown No Longer," from *Pagliacci*, and " Flower Song," from *Carmen* (C2684), are recommended. Grace Moor who has become famous in England through her success in *One Night of Love*, is heard singing " I Give My Heart " and " The Dubarry," the two lovely songs from *The Dubarry* (DA1309).

The idea of next year's centenary cruise arose from a chance thought. One of N.A.L.G.O.'s friends said: " Centenary year of Local Government—you must do a cruise to some great cities, cities beautiful to behold, cities themselves an example of administrative thought and care." The *Doric* has been chartered for the cruise, and arrangements are being made for those interested in housing, road planning, public cleansing, libraries, etc., to see what is done in the great northern cities.

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Available for all members of the N.A.L.G.O. not over 50 years of age.

Sickness Benefit

An invitation is extended to all non-members of the society who are members of N.A.L.G.O. and not over 50 years of age to swell the ranks of over 14,000 of their colleagues who are receiving the very acceptable benefits offered.

These members are contributing at the rate of from 1s. to 9s. per month for which, after six months' membership they receive from 7s. to £3 3s. per week sick pay and two weeks free residence at the Convalescent Home, Nalgo House, Matlock, to assist them to recuperate after an illness, during any one year as from January 1, following the date of joining.

Non-members, therefore, who enrol by December 31 will be eligible during the year 1935 to make application in the event of incapacity for convalescent home benefit, and will participate in the distribution of surplus funds for the year 1934. It is of great importance to a new member, however, to place a sum to the credit of his deposit account to cover him against an early illness as the surplus funds which are credited at the end of each year to the member's "Rest" Fund (the amount returned for the year 1933 was 8½d. for each 1s. contributed to the Common Sick Fund), from which the proportion of sickness benefit is drawn, according to the classification of a member is soon exhausted and the necessary proportion of the sickness benefit can then be provided from the deposit account if such deposit has been made within a period of three months.

Interest

The members' "Rest" and Deposit accounts receive compound interest at the rate of 3 per cent. per annum, whilst it remains with the society, and withdrawals may be made from the "Rest" Fund, providing a sum equal to two years' contributions to the Common Sick Fund remains therein. Withdrawals from the deposit account may be made when desired and when urgently needed cheques are sent by return of post.

Death Benefit—£20

The object of this insurance is to provide ready cash to cover funeral expenses for members and/or their wives and over 850 insurances are now in force. The rate of mortality is exceedingly favourable compared with the actuary's table of expected deaths. Since the inception of the society, nearly fourteen years ago only seventeen deaths have occurred, and at the last valuation a bonus of £2 per cent. per annum was declared. The fund is, therefore, in a very sound financial position. The premiums cease at given ages and range from 6d. at age 17 next birthday, to 2s. 7d. at age 50 next birthday.

Medical Evidence

Persons under 40 years of age who desire to join the Sickness Scheme will be accepted without medical examination, and no medical examination is required under the Death Benefit Scheme.

The objective of the society is to attain a membership of 20,000, and it is earnestly hoped that non-members who are eligible for membership will not hesitate to complete the appropriate application forms which can be obtained together with full particulars from the local correspondents, or from N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, and by so doing you will avail yourselves of the same advantages received by your colleagues in the society.

THE CHRISTMAS SPIRIT

THE spirit of the Christmas holidays is changing. At one time it implied crisp, white snow, frost, mufflers, and ice skates, with probably a snowball fight after an excess of dinner and two or three helpings of punch. Perhaps that is a vision born of an imagination tempered with the passing years, but the fact to-day is that it isn't done to fill oneself to repletion (it spoils the waistline) and, anyway, fog or rain or Belisha Beacons make the great indoors far more comfortable.

This change in habit has created a new interest, a new recreation of far greater educational value than building snowmen. I think that a maximum of human comfort is reached after a reasonable helping of all the seasonable fare has been digested, a cigar (cigarettes being *de trop* at Christmas) well going, a chair—preferably a nice big armchair—in just the right position in front of the fire and the first few pages of a book finished, so that the introductory passages are over and one can go right ahead with the story.

A lot depends, of course, upon the book. None of your political and social treatises and theorisings for me at this time. Not even a modern thriller fills the bill, and as for the recent spate of stories dealing with alleged true-to-life slum existence, put them back into the bookcase for another more appropriate occasion. What is required from the book is a nice, gentle, cloying atmosphere that everything is right and perfect in this world of ours; that lavish prosperity is with us, now and for ever; that nothing matters but a full enjoyment of whatever social pleasures may be going; and that everybody knows his right place and will not attempt to rise above it.

The only writer who can achieve this atmosphere in its entirety and with a minimum of effort is, in my opinion, Jane Austen. Her name requires little introduction to the majority of our readers, for she is regarded and rightly so, as the writer *par excellence* of matters Victorian. To read her books is to feel that it is a very unfair stroke of fate to have been born in the twentieth century instead of during the nineteenth, and to feel that the drawing-room is of far greater importance than the lecture hall.

Something of this feeling must have been passing through the minds of J. M. Dent and Sons, Ltd., otherwise they would not have delayed publishing the final volumes of the Vox edition of Jane Austen's works until now. But they have done it, fortunately in time for the Christmas recess, and they are to be congratulated upon their sound judgment in leaving as the *pèices de résistance* such outstanding stories as "Northanger Abbey," "Persuasion," "Sense and Sensibility," and "Sandition," each of which is published at 5s.

The substance of these masterpieces of prose does not require detailing, for they are already famous, but, if you wish to make a lifelong friend, buy him or her one of these books. On the other hand, if you want to do yourself a good turn, persuade that very near relative not to purchase that pullover you are hoping you won't receive, and induce her to get one or two of these books for you. Domestic bliss will be assured for at least the length of time which it will take you to read a volume.

D. J. P.

GLOUCESTERSHIRE RE-UNION

A hundred local government officers, representing all the Gloucestershire branches of the National Association of Local Government Officers met at Cheltenham. The meeting of the seven local branches was the first such re-union of Gloucestershire branches, and was held on the initiative of the Stroud and District Branch, of which Mr. J. A. Hall is hon. secretary. Colonel E. S. Sinnott (president of the Gloucestershire County Officers' Branch) presided, and notable visitors were the president of N.A.L.G.O. (Dr. A. Wotherspoon) and the general secretary (Mr. L. Hill). Further reference to this meeting will be made in the next issue of LOCAL GOVERNMENT SERVICE.

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Messrs. T. J. & J. Smith, Ltd., 26 Charterouse Square, London, E.C.1, have again prepared a very wide range of diaries suitable for aried tastes for the coming year. Notable n the commercial series of diaries are the xtra good quality of the writing paper, the lotting paper, and the strength of the bindings. This series of diaries is made in all sizes, from oolscap 8vo. to foolscap folio, "week on an pening," "two days to a page," and "one day o a page"; in most cases ruled either feint ines only or feint and cash lines. Special ttention may be called to the new "Datada" Appointment Diary, post 4to, "one day to page," with each page divided into quarter ours, which will retail at 6s. Two new ublications have been added to the firm's ell-known series of Tablet Diaries. Pocket iaries are available in all convenient sizes, nd two new numbers have been added to the eries of Azure Diaries, which are printed in lue ink on azure paper, and bound in blue aste grain leather and Morocco leather, very oft, pliable, and dainty. In the self-registering eries the pencil is held in central clip, so that ook opens where the next entry is to be made. here are metal slide fastenings, and the diaries re in all quality leathers: long grain, paste grain, Morocco, Russia scented calf, velvet calf, olished crushed calf, best polished pigskin, nd real crocodile leather. More than 400 arieties are produced—one for every possible urpose.

THE OVERSEER'S HANDBOOK

The Overseer's Handbook, originally repared by Sir William Mackenzie, M.A., .C. (now Lord Amulree) has undergone a hange of title in the new tenth edition which as just been published by Butterworth's. It s now called the "Rating and Valuation Officers' Handbook," and it has been prepared y Mr. F. J. Phillips, chief rating and valuation fficer of Bournemouth. The Rating and aluation Act, 1925, repealed, either wholly r partially, statutes that had been in force ince 1601 and, *inter alia*, abolished the office f overseer. Further enactments relating to ating, or affecting the system of rating, were assed during 1928 (two), 1929 and 1930. Thus t can be easily appreciated how important is a tandard work on the subject and rating officers we a debt of gratitude to Mr. Phillips for aving prepared such a comprehensive volume n what is undoubtedly a complicated, intricate ubject. I hope they will repay his labour by sing this book.

D. J. P.

"WHO'S WHO IN LOCAL GOVERNMENT," TO BE PUBLISHED BY "THE MUNICIPAL JOURNAL," 3 AND 4 CLEMENTS INN, STRAND, LONDON, W.C.2, WILL BE A UNIQUE SOUVENIR OF THE CENTENARY YEAR.

NEWS FROM THE BRANCHES

The twelfth annual dinner and dance of the Stoke-on-Trent Branch was held in the Town Hall on October 26, when Dr. A. Wotherspoon, President of the Association, presided. The guests included the Lord Mayor (Alderman A. Hollins, J.P.), the Lady Mayoress (Mrs. Hollins), the then Lord Mayor-Elect (Alderman Harvey) and Mrs. Harvey, Mr. C. A. W. Roberts, M.B.E. (National Executive Council), Mr. L. Hill, General Secretary of the Association; and many of the chief officials. The Lord Mayor congratulated N.A.L.G.O. on performing an extraordinarily useful service, and declared that it was always better, when negotiations were necessary, to negotiate with an organised body. He paid a tribute to the untiring efforts of Dr. Wotherspoon in his office of City Medical Officer of Health. In responding, Dr. Wotherspoon voiced the appreciation of the officers at the restoration of the salary cuts, and said he hoped that in Stoke it would be possible to form something in the nature of a Whitley Council, so that the Association could have direct discussion with the members of the Council; if their representatives could meet the representatives of the City Council, as had been done on two or three occasions, it would be beneficial to both sides. He hoped that the suggestions contained in the Hadow Report would be enforced, for he believed they were for the good of Local Government as a whole. Mr. C. A. W. Roberts also responded, making special reference to the educational work of the Association. Mr. J. F. Car and Alderman A. C. Harvey also spoke. Mr. L. Hill said he believed the time was coming when this country would realise what a tremendous bulwark was the local government service against experimental forms of government.

* * *

Mr. W. W. Armitage, of the National Executive Council, has agreed to address the Middlesbrough Branch at their annual meeting on the question of "Whitleyism."

* * *

Membership of the Barnoldswick Branch has increased during the year from 19 to 21, a figure which represents 95.5 per cent. of the possible membership. Every member of the branch is a contributor to the B. and O. Fund. The Council have under consideration the adoption of the Local Government and Other Officers' Superannuation Act, 1922. Mr. W. Ellis, Surveyor to the Council, was appointed President for the ensuing year in succession to Mr. R. W. Fenton, the Clerk.

* * *

The attendance at the whist drive and dance at Bolton was the best for many years, and as a result of the excellent arrangements made by the Socials Secretary (Miss D. W. Biggs) a most enjoyable evening was spent. A net profit of approximately £9 9s. was realised on behalf of the B. and O. Fund.

* * *

Bromsgrove Urban and Rural District Councils' officials have united to form the Bromsgrove and District Branch. Redditch Urban District Council officials have formed a Branch for that authority and as a result of a meeting of the staff of the East Elloe Rural District Council the Holbeach and District Branch has been formed.

* * *

The company of 250 at the fourth annual staff dance of the North Riding County Officers included the President (Mr. H. F. Kelland); Mr. H. G. Thornley, Clerk of the County Council; and the County Surveyor (Mr. R. Sawtell). Arrangements were in the capable hands of Mr. S. G. Beagley, County Librarian, and a Committee. It is hoped to hand over a substantial cheque to the B. and O. Fund as a result of the effort.

* * *

The President and Honorary Secretary of the Batley Branch are to be commended on an admirable annual report. A slightly increased membership is indicated, and the financial statement, as presented by the honorary treasurer, shows that the Branch is in a flourishing condition.

* * *

A new and promising departure is being made by the Manchester Group of the Institute of Public Administration in organising a programme of lectures jointly with the Education Committee of the National Association of Local Government Officers. This co-operation will not only economise the time of members and reduce the expense of the two organisations, but it will also signalise the fraternal relations which exist between the two bodies and their mutual recognition that in the field of administrative theory and education they are seeking a common object and can render useful service to one another.

* * *

The annual meeting of the North Wales District Sub-Committee was held at the Albion Hotel, Chester, on October 27, under the chairmanship of Mr. J. D. Jones, of Rhyl. Mr. R. Hext, Hon. Secretary, presented a comprehensive report on the year's activities. Mr. J. W. Wilkinson, Chairman of the North Western and North Wales District, Mr. W. H. Whinnerah, vice-chairman of the North Western and North Wales District, Mr. J. D. Cannell, hon. treasurer of the North-Western and North Wales District, and Mr. Haden Corser, divisional secretary, were also present. There was a discussion on the present position with reference to compulsory superannuation. North Wales was considered as a site for the next N.A.L.G.O. Holiday Camp. The Sports Committee reported successful competitions.

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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

NEGLECT in stopping autumn-sown Sweet Peas which are expected to make strong plants in unheated frames during the winter is too common. One sees in spring long, slender, crowding growths where there should be short, sturdy, nicely spaced shoots. From beginning to end there should be no spindly stems; nor will there be, provided the stopping is timely, the tips of the young shoots being nipped off with finger and thumb before they are six inches high. Good growers like to keep the lights off—or, at least well tilted—throughout the winter except in very severe spells, as the liberal ventilation furthers sturdiness.

Weeping Standard Roses

Weeping standard Roses can be very effective if planted in well-selected positions. Nurserymen generally offer them in two types of stock (they are not grown on their own roots) namely, English Briar and Rugosa, the former at a slightly higher price than the latter. The ultimate cost will depend on the height of the stock, which should not be less than four feet and for particular purposes may be five or even six feet. Adequate staking is, of course, essential. Three favourites of mine as weepers are Alberic Barbier, Emily Gray, and Dorothy Perkins, respectively cream, yellow, and pink in colour. Those who want more sorts might choose from Dr. Van Fleet, Francois Juranville, Hiawatha (single), Paul's Scarlet Climber, Rene Andre, and Shower of Gold, all good. I do not see that lovely and distinct Rose Mermaid offered as a weeper in the catalogues, but its habit impresses me as very suitable and it has a character and charm all its own.

The reader will not, of course, confuse this type of Rose with ordinary standards, which are not composed of Ramblers, but of Dwarfs which have been given a "leg-up" in the world by being budded on to tall stocks, but which nevertheless will retain their upright and bushy habit. A three-feet stem is suitable for ordinary standards. Dozens of popular Hybrid Tea and Pernetiana varieties, such as Angele Pernet, Bedford Crimson, Betty Uprichard, Caroline Testout, Christine, Dainty Bess, Dame Edith Helen, Emma Wright, Etoile de Hollande, Flamingo (a grand Rose), General MacArthur, Golden Ophelia, Hadley, K. of K., Lady Ashtown, Lady Pirrie, Los Angeles, Mabel Morse, Madame Butterfly, Madame E. Herriot, Mrs. A. R. Barraclough, Ophelia, Richmond, and Shot Silk, are suitable for cultivation as standards; while they are also well worth growing as dwarfs. Tea Roses are not much grown as standards nowadays, owing to their want of hardiness.

It is just as well to go over herbaceous borders at this season, particularly in mild districts, where there may not only be young growths but also slugs to worry them. In the case of choice plants such as Delphiniums, it is worth while to remove the dying tops and surface the stools with ashes containing a modicum of sharp cinders. Slugs do not like this stuff, though an occasional fat monster may be found on it, suggesting periodical examination by the growers.

Do all my readers grow one of the double forms—there are several available—of the graceful Gypsophila? If so, they may be glad of the hint that portions of root about the size of a normal finger may be detached now, cut straight across at the top and slantingly at the bottom to serve as a reminder of the upper and lower portions respectively when planting-time comes in spring, and set upright in pots or boxes of damp stand. They will be all right in an unheated frame till spring, when they will start into growth. The stately Alkanets (species and varieties of Anchusa), also the blazing giant perennial Poppies and the lovely Californian Tree Poppy (Romneya), are three other desirable genera which may be treated in the same way.

Planting Hedges

Favourable opportunities may sometimes be found in December for planting hedges. Nice bushy oval-leaved Privet (generally evergreen, but may lose most of its leaves in a hard winter) makes the quickest hedge among the cheaper plants, although Lonicera nitida—somewhat dearer—is equally speedy. Near the sea in the south there is nothing better for a garden hedge than the Conifer Cupressus macrocarpa. It makes quite a nice hedge, if properly pruned, in 2–3 years. Nurserymen invariably offer this in pots, as it does not transplant well from the open ground, and—as I may have mentioned previously in these pages—I recommend planting pot (unbroken) and all, leaving the plant to make its own terms. I have never known this plan fail, although it scares people who have not tried it. Quick, of course, makes the stiffest hedge if angled about nine inches apart in a double row and the plants shortened, but it will need the best of soil to get a thorough shelter and cattle-resisting hedge in less than eight years.

Late batches of bulbs in bowls and glasses are probably ready to come out of the obscurity in which the wise grower placed them six or eight weeks ago; and will in due course serve as a succession to batches put in earlier with a view to obtaining bloom in January. As soon as ever the bulbs in bowls offer a firm resistance to side pressure it may be assumed that the roots have obtained a good hold of the fibre and bowls can be brought into full light in two stages. As to glass bulbs, they are qualified for full light when a circle of fleshy roots reaches the bottom of the glass.

Many Chrysanthemum-lovers will be taking sturdy suckers from the base of the plants which were cut down after flowering a few weeks ago and inserting them firmly in pots of sandy soil containing a good proportion of leaf-mould. Crack growers are prone to using separate small pots and covering a group of them with a cloche or handlight, taking care, however, to remove the cover daily for the purpose of wiping off the moisture which has condensed on the glass. But inserting cuttings round the edge of a large pot is often more convenient and with mild moist warmth success is likely to follow without covering, because Chrysanthemums are not fastidious things.

Happy should be the amateur who has a little batch of winter-flowering Begonias in full beauty in his greenhouse at this dull season. Let him aim at maintaining the display as long as possible by avoiding overheating and insufficient ventilation. The point is that when such plants are in full bloom they are suited by cooler and more airy conditions than when making growth. A close, steamy atmosphere should be avoided above all things. A temperature of about 60 degrees by day with a fall to about 5[illegible] by night will be adequate. Again, watering early in the day is desirable, so that there may be no excess moisture at night, all drip having dried up.

Similar remarks apply to Perpetual Carnations in bloom.

Batches of these beautiful plants which are approaching the flowering stage, also Arum Lilies, Cinerarias, Cyclamens, and Primulas in similar circumstances, will be helped by a watering with weak liquid manure once a fortnight.

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LOCAL AUTHORITIES' MEETINGS

"The Law and Practice Relating to Meetings of Local Authorities," by Albert Crew (Gee & Co. (Publishers) Ltd., 21s.), is a book already well known to the Local Government Officer. The first edition appeared in 1922, but legislative changes since that date have necessitated a second and revised edition. The Local Government Act, 1929, effected fundamental changes, the most noteworthy being the abolition of Boards of Guardians and the transfer of their functions and duties to Public Assistance Committees under the control and direction of County and County Borough Councils. The constitution of those Committees is fully dealt with. The Local Government Act, 1933, in addition to providing a comprehensive code for the constitution and regulation of the meetings of all local authorities from County Councils to Parish Councils, also introduced important changes in the law relative to disqualification for and vacation of office by councillors, and the disclosure of interest in contracts by members and officers of local bodies. All these changes have been duly noted and the work has generally been revised and brought up to date.

The volume provides an excellent guide to the Local Government Officer not only as to the practical points of the conduct of meetings, but also contains in summarised but easily digested form the legal principles and the leading cases on the subject. Its value is not confined to the officer alone, and it could be studied with advantage by chairmen of committees and other members of Councils.

The book is not without its incidental humour, when, in dealing with a question of expulsion from meetings of disorderly members of "good physique and much cantankerousness" the author advises the discreet chairman to delegate this power to a stalwart servant of the Council.

E. M. P.